

2001
Mississippi
Survey of

W O R K S I T E
HEALTH
PROMOTION
A C T I V I T I E S



MISSISSIPPI STATE DEPARTMENT OF HEALTH

DIVISION OF HEALTH PROMOTION

F I N A L R E P O R T

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A. Executive Summary.

In August and September of 2001, Southern Research Group conducted a random sample of employers in Mississippi. A 12 to 15 minute telephone survey was conducted to study the use of health promotion and worksite wellness programs. 601 interviews were conducted with the management and key staff members of employers (excluding schools and government) across the State. No quotas were used. Respondents were selected randomly on an nth name basis from a list of 3,519 employers.

Business and Industry Characteristics

Almost two thirds of the sample are concentrated in two industry categories – Services and Manufacturing. 33.8% of the companies surveyed are in Services, and 32.8% are in Manufacturing.

Approximately half of the worksites surveyed – 52.2% -- are at headquarters locations.

53.2% of the respondents in the Services segment work at the headquarters location of their organization. 38.1% of the Manufacturing category are located at the headquarters of their organization.

Manufacturing worksites have the highest percentage of full-time employees at the worksite. 62.9% of all Manufacturing locations have over 100 full-time employees, and 29.4% have over 200 full-time employees at the location.

Services worksites rank second in full-time employee size at the location. 47.8% have over 100 full-time employees, and 21.7% have over 200 full-time employees.

The two largest industry categories – Services and Manufacturing – have the highest concentrations of minority workers at their worksite. In the Services category, 26.6% of the worksites have a high percentage of minorities (over 70%) in their work force. This compares with 24.9% at worksites in the Manufacturing category.

Worksite Wellness Programs and Health Promotion Activities

85.4% of the worksites have a formal policy on alcohol use. 75.5% have available rooms for educational programs. 63.8% maintain accurate records of program participation.

Three other policies and programs are in use at over half of the worksites. 56.2% have a formal policy on tobacco use. 54.1% of the worksites conduct wellness programs or health promotion activities, and 51.2% have an employee responsible for Health Promotion and Wellness.

However, only 22.1% of the worksites have a formal wellness policy. 20.1% have an automated external defibrillator (AED) available for emergencies. 15.5% have an employee wellness committee. Only 6.5% have a formal policy supporting physical activity during work time.

Employee wellness and health promotion activities are conducted at over half of the worksites in most industry categories. 60.0% of the worksites in Finance/Real Estate/Insurance conduct wellness or health promotion activities. This compares with 59.4% in Manufacturing; 58.5% in Transportation/Communication/Utilities; 53.7% in Services; 49.1% in Agriculture/Mining/Construction; and 41.7% in Wholesale/Retail.

As the number of full-time employees at the worksite increases, the probability that employees have access to wellness or health promotion activities increases. 46.2% of the worksite with 50-99 employees have access to wellness or health promotion activities. Access increases to 78.1% for locations with over 500 employees.

In most cases, full-time employees are eligible to participate in the company's health promotion programs. 80.9% of worksites with lifestyle behavior change programs allow full-time employees to participate. 87.7% of the worksites that provide health awareness programs say that full-time employees can participate, and 93.7% of the worksites that conduct health screenings allow full-time employees to participate.

However, spouses and dependents of employees usually are not included in company wellness programs. Only 16.7% of the worksites with lifestyle behavior change programs allow employee spouses and dependents to participate. This compares with 13.7% that allow spouses and dependents to participate in health awareness programs. 18.4% of the worksites that sponsor health screenings include spouses, and 16.9% have health screenings which are open to dependents.

Most wellness programs are company paid. 60.3% of worksites report that lifestyle behavior change programs are company paid. 3.3% have programs which are employee paid, and 14.4% share the cost of lifestyle behavior change programs with the employee.

Similar funding patterns can be seen with health awareness information programs and with health screening programs. 70.0% of the worksites say their health awareness programs are company paid. 68.2% report that their health screening programs are company paid.

Physical Exercise Policies and Facilities

One out of five worksites offered physical activity or fitness programs to their employees during the last 12 months. 16.3% offered physical activity or fitness programs at the worksite; 3.7% offered their programs through a health plan; 0.7% made programs available both at the worksite and through a health plan. A total of 20.0% made fitness programs available either at the worksite or through one of their health plans.

Three out of four worksites have rooms, which can be used for educational programs. A majority of worksites -- 61.5% -- allow flexible break and lunch periods to exercise.

However, facilities for physical exercise or fitness programs are limited. Only 19.0% of the worksites have designated walking paths. 18.8% subsidize off-site exercise facility memberships. 18.0% provide showers and changing facilities for employee exercise. 9.3% have an on-site health club or exercise facility. 6.5% have a policy that supports physical activity during work time.

Access to showers and changing facilities at the worksite increases as the number of employees increases. 26.6% of the locations with over 500 employees provide employees who exercise with access to showers and changing facilities. Access to showers and changing facilities drops to 14.9% at worksites with 50 to 99 employees.

Heart-Healthy Food and Food Service Facilities

94.2% of the total sample have break rooms available that would accommodate employees bringing their lunch from home. 89.4% of the worksites with break rooms provide microwave ovens, refrigerators, and an adequate number of tables and chairs for employee use. An additional 9.2% of the worksites with break rooms provide some of these lunch facilities for their employees.

28.1% of the total sample have an on-site cafeteria. Worksites with over 500 employees are most likely to have a cafeteria on site.

71.6% of the locations with a cafeteria on site require healthy food preparation (steaming, low fat/low salt substitutes, limited frying) in their cafeteria.

The probability of having a cafeteria on-site increases as the percentage of women at the worksite increases. When the work force is more than 70% female, almost half -- 48.4% -- of the worksites have an on-site cafeteria. When 40% or less of the work force is female, only 9.2% of the worksite have a cafeteria on site.

52.7% of the worksites with a cafeteria have a policy that requires the cafeteria to offer heart-healthy food options. Heart-healthy food options increase as the percentage of women in the work force increases. 64.1% of the locations with a mostly female work force (over 70% women) have a cafeteria which is required to offer heart-healthy food options. This compares with 30.4% of worksites with a work force which is mostly male (40% or less female).

93.4% of total sample have vending machines at their worksite, but only 43.9% of those with vending machines offer healthy food and drink options. The probability of finding healthy food and drink options in the vending machine increases as the number of full-time employees at the location increases.

Health Screenings, Educational and Counseling Programs

CPR training, the most widely deployed program, was provided at the worksite by 47.3% of employers during the past 12 months. Training in the use of automated external defibrillators (AEDs) was given at 13.3% of worksites.

The most widely available health screening program in the past 12 months was screening for high blood pressure. Screening for high blood pressure was provided at 28.3% of worksites. Screening for cholesterol level or cholesterol education was available at 21.6% of worksites. Screening for diabetes was provided at 17.1% of worksites. Screening for any form of cancer was available at just 7.7% of the locations.

The most popular health education programs were stress management classes or counseling. This was provided by 20.1% of the worksites. Heart-healthy nutrition education was available at 14.0% of worksites. Weight management classes or counseling was provided at only 9.5% of worksites, and smoking cessation classes or counseling was available at just 8.7% of worksites.

16.3% of respondents reported that physical activity and/or fitness programs or activities were available for employees at their worksite.

Access to health education and screenings increases as the number of full-time employees at the worksite increases. 78.1% of the worksites with over 500 employees have access to health education and screenings.

Worksites with over 70% of women in the work force are more likely to provide CPR training, screening for high blood pressure, stress management classes or counseling, heart-healthy nutrition education, training in the use of automated external defibrillators (AEDs), and weight management classes or counseling.

Disease Management Programs

When disease management programs offered either through the company or through a health plan are combined, employees at 23.6% of the worksites had access to diabetes management programs during the last 12 months. Hypertension management programs were available at 22.0% of worksites. Cancer management programs were provided at 18.1% of worksites. Arthritis management programs were available at 13.1% of locations, and obesity management programs were provided to employees at 12.3% of worksites.

Access to disease management programs increases as the number of full-time employees at the worksite increases.

Worksites with a work force which is over 70% female are more likely to provide both hypertension management and diabetes management programs.

Wellness and Health Promotion Incentives

62.2% of the total sample said that tax incentives would make their companies more likely to provide wellness programs.

16.7% of the worksites which offer health promotion programs report using financial incentives to encourage employee participation.

28.9% of the worksites that offer financial incentives for participation in health promotion activities also use other types of incentives, such as t-shirts, coffee mugs, or water bottles.

79.7% of the worksites say that employee health and well-being is a priority for their business. 12.3% say that employee health is the number one priority. 29.3% say it is near the top of the list.

B. Objectives.

This survey is designed to study the worksite health promotion and wellness programs which are available to employees of businesses in Mississippi.

Specific objectives are to determine what percentage of businesses:

1. Sponsor worksite wellness programs and health promotion activities for their employees and their families;
2. Have policies and environments supporting cardiovascular health of employees;
3. Provide health screenings, educational and counseling programs which address:
 - Stress management;
 - Hypertension (high blood pressure);
 - Cardiovascular health;
 - Obesity;
 - Diabetes prevention and management;
 - Cancer detection and management
4. Provide disease management programs which address:
 - Hypertension (high blood pressure);
 - Obesity;
 - Diabetes management;
 - Arthritis management;
 - Cancer management.

C. Methodology.

1. Sample Selection.

Southern Research Group conducted 601 telephone interviews with employers (excluding schools and government) in the State of Mississippi. Respondents were selected randomly on an nth basis from a list of 3,519 employers. Sample quotas were not used. The survey was conducted between August 25 and September 20.

The percentage of 1999 population and the percentage of the sample in each Public Health District are compared in the table below. The sample disposition report is listed below as well.

1999 Population and Survey Sample Size

Public Health District	1999 Estimated Population*		Aug. - Sept. 2001 Sample Size	
	#	%	#	%
Public Health District 1	258,934	9%	60	9.9%
Public Health District 2	318,818	11%	87	14.3%
Public Health District 3	247,639	9%	50	8.2%
Public Health District 4	244,940	9%	51	8.4%
Public Health District 5	581,044	21%	135	22.2%
Public Health District 6	232,344	8%	66	10.9%
Public Health District 7	170,442	6%	33	5.4%
Public Health District 8	279,611	10%	63	10.4%
Public Health District 9	434,847	16%	62	10.2%
Total	2,768,619	100.0%	607	100.0%

*SOURCE: MSDH, Vital Statistics Mississippi 1999

SAMPLE DISPOSITION REPORT

No Answer	279
Answering Machine	288
Busy	80
Callback	458
Private Residence	30
Wrong Number	160
Disconnected Number	161
Refusal	552
Midpoint Terminate	42
Over Quota	2
Less Than 50 Employees	207
Complete	607
Total Attempted	2866
Not Attempted	6
Total Sample	2872

2. Sample Limitations.

It is helpful to remember that survey results are based on a sample, which is subject to “sampling error.” Sampling errors occur because interviews are conducted with a sample of the population instead of with all of the population.

Sampling error is based on two factors -- the size of the sample and the actual percentage answer for a given question. The following table shows the plus or minus variation which can be expected, due to chance, with sample sizes of 100, 150, 200, 300, and 600.

Sampling Error 95% Level Of Confidence

If Percentage Answer Is:	Plus Or Minus Variation With A Sample Size Of:				
	<u>100</u>	<u>150</u>	<u>200</u>	<u>300</u>	<u>600</u>
5/95	+/- 4 pts.	+/- 4 pts.	+/- 3 pts.	+/- 2 pts.	+/- 2 pts.
10/90	6	6	5	3	3
15/85	7	6	5	4	3
20/80	8	7	6	5	3
25/75	9	7	6	5	4
30/70	9	8	6	5	4
35/65	9	8	7	5	4
40/60	10	8	7	6	4
45/65	10	9	7	6	4
50/50	10	9	7	6	4

For example, if 54% of the total sample (601 respondents) answer that their worksite conducts employee wellness programs or health promotion activities, we can be 95% sure that 50% to 58% of all worksites in Mississippi conduct these types of programs.

D. Key Findings.

1. Sample Characteristics.

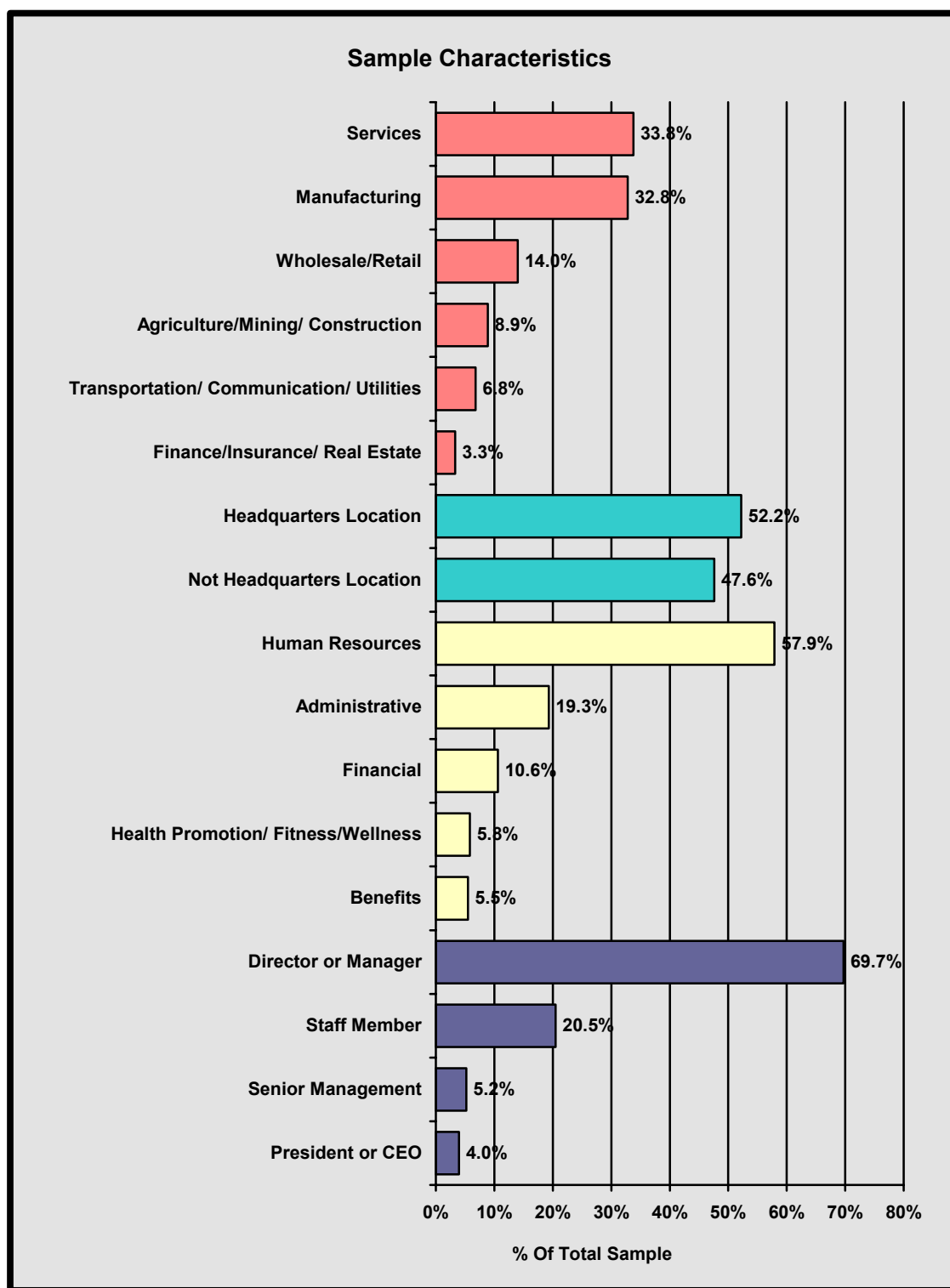
Almost two thirds of the sample are concentrated in two industry categories – Services and Manufacturing. 33.8% of the companies surveyed are in Services, and 32.8% are in Manufacturing. 14.0% are in the Wholesale/Retail category; and 8.8% are in Agriculture/Mining/Construction. Transportation/ Communication/Utilities accounts for 6.8% of the sample, and Finance/ Insurance/Real Estate accounts for 3.3%.

Approximately half of those surveyed -- 52.2%-- are at headquarters locations.

Over half of the respondents -- 57.9% -- are in the Human Resources department of their organization. Approximately one in five – 19.3% -- are in an Administrative position, and about one in ten -- 10.6% -- are in the Financial department of their organization. 5.8% are in Health Promotion/Fitness/Wellness, and 5.5% are in Benefits.

Seven out of ten -- 69.7% -- are Directors or Managers. One in five -- 20.5% -- are staff members. 5.2% are in Senior Management, and 4.0% of the respondents are Presidents or Chief Executive Officers.

This profile of these sample characteristics is shown in the chart on the next page.



Q 8. "Which of the following best describes the nature of the business conducted at your worksite?"

Q 6. "Is this worksite your organization's headquarters?"

Q 2. "What is your department?"

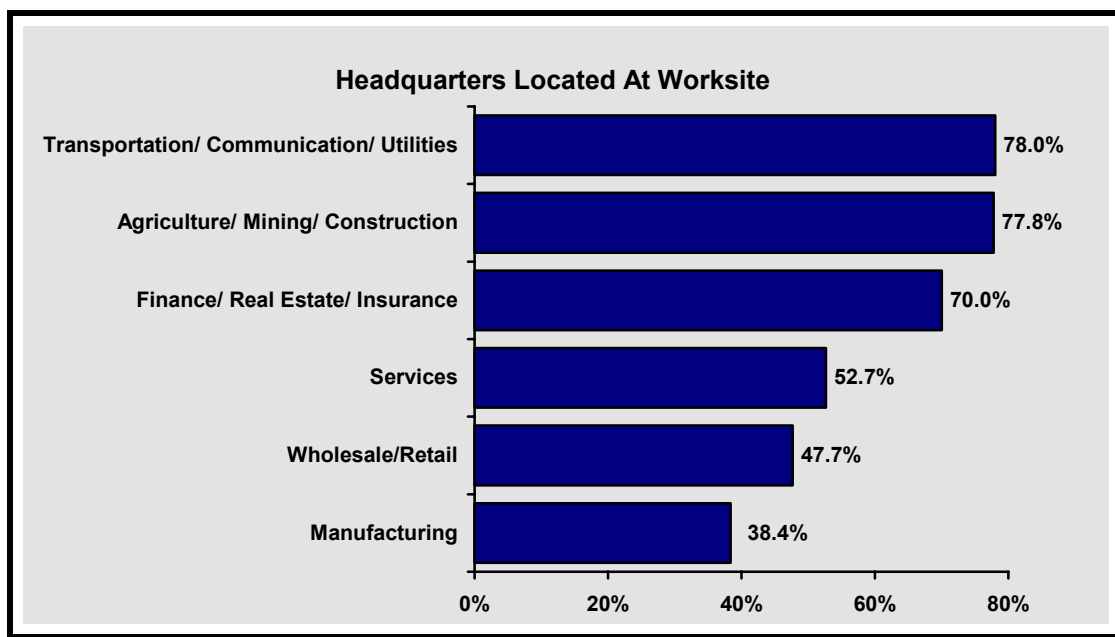
Q 1. "What best describes your title?"

As noted in the previous chart, 52.2% of all the worksites surveyed are headquarters locations. The two major industrial categories are Services and Manufacturing. 52.7% of the respondents in Services work in the headquarters location of their organization. 38.4% of the Manufacturing category are located at the headquarters of their organization.

The highest concentrations of headquarters locations -- 78.0% -- are in Transportation/ Communications/Utilities. Agriculture/Mining/Construction industries also have high concentrations of headquarters locations -- 77.8%.

70.0% of the respondents in Finance/Real Estate/Insurance are at worksites which are their organization's headquarters. 47.7% of the Wholesale/Retail respondents work at their organization's headquarters.

The chart below shows the relative concentration of worksites which are located at the headquarters by industry category.

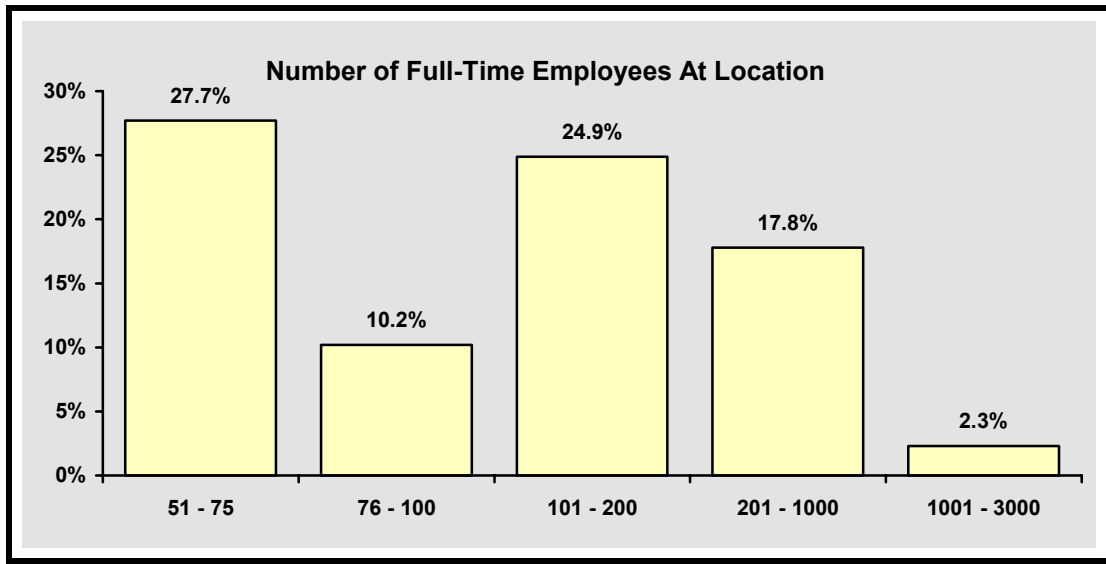


Q. 6. "Is this worksite your organization's headquarters?"

Q. 8. "Which of the following best describes the nature of the business conducted at your worksite?"

Approximately half -- 49.1% -- of the organizations surveyed have 100 or less full-time employees at their location. 27.7 % have 51 to 75, and 10.2 % have 76 to 100.

Approximately one quarter -- 24.9% -- of the total sample have 101 to 200 full-time employees at their location. 17.8% have 201 to 1,000, and 2.3% have 1,001 to 3,000. Employee size is illustrated in the next chart.



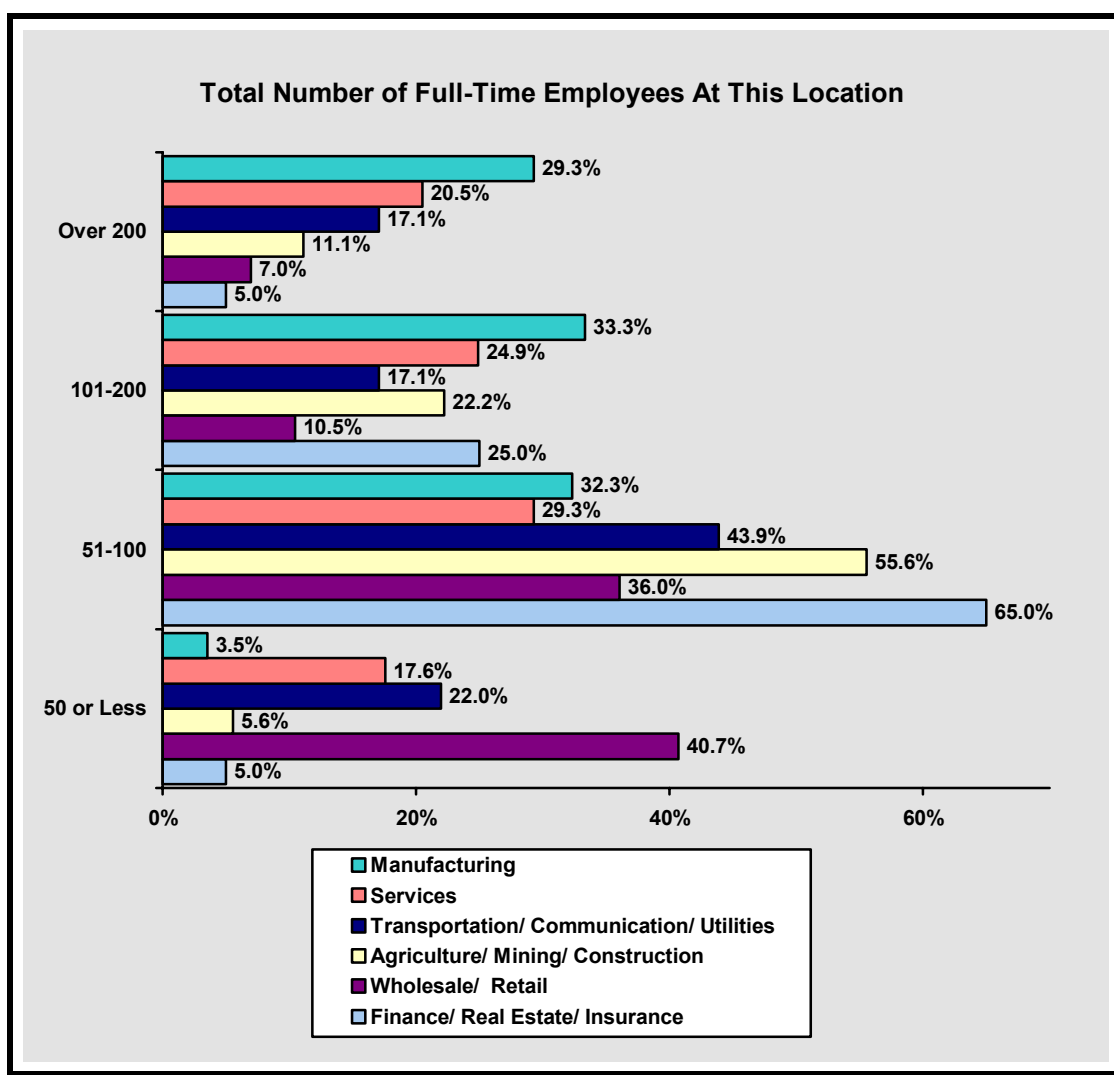
Q 3. "What is the number of **Full-Time** Employees at this location?"

Manufacturing locations have the highest percentage of full-time employees at the worksite. 62.3% have over 100 full-time employees, and 29.3% have over 200 full-time employees.

Services locations rank second in full-time employee size at the worksite. 45.4% have over 100 full-time employees, and 20.5% have over 200 full-time employees.

Transportation/Communication/Utilities industries rank third. 34.2% have over 100 full-time employees at their worksite. Agriculture/Mining/Construction industries rank fourth. 33.3% of respondents in this category have over 100 full-time employees at their worksite.

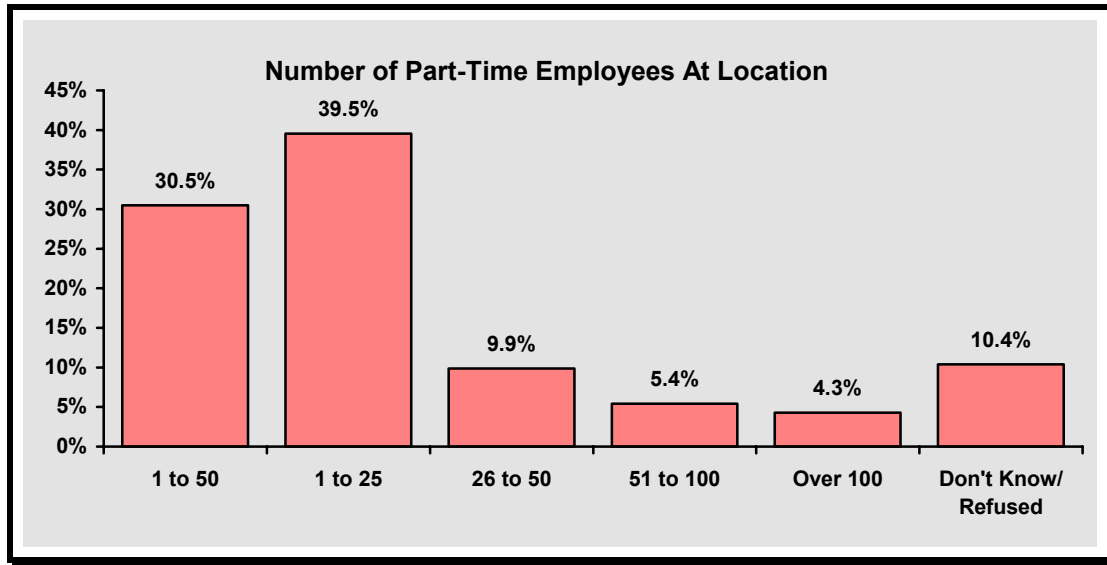
Employer size is compared by industry type in the next chart.



Q. 3. "What is the number of **Full-Time** Employees at this location?"

Q. 8. "Which of the following best describes the nature of the business conducted at your worksite?"

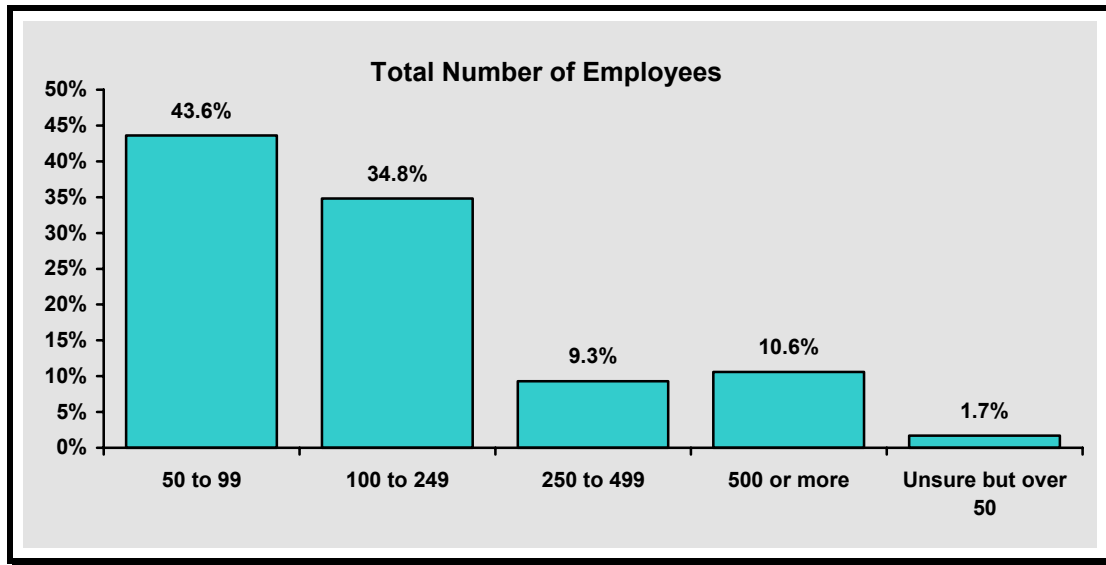
Most of the organizations represented in the sample have a relatively low percentage of part-time employees at their worksite. Seven out of ten -- 70.0% -- of the organizations in the sample have 25 or less part-time employees working at their location. 30.5% have no part-time employees, and 39.5% have 1 to 25 part-time employees at their location. The percentage of part-time employees at the location is illustrated in the chart below.



Q 4. "What is the number of **Part-Time** Employees at this location?"

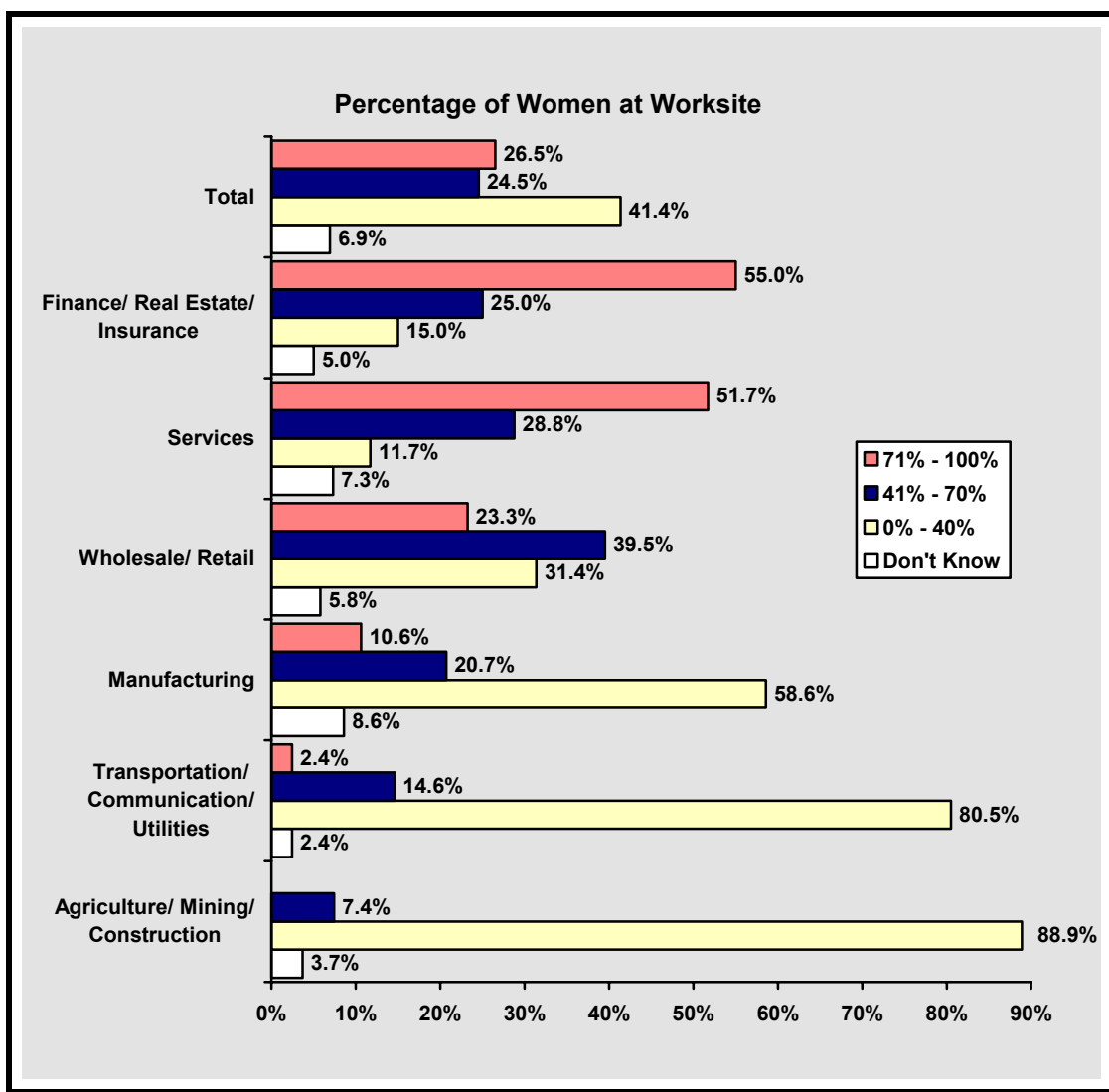
The next chart shows that 43.6 % of the sample have 50 to 99 employees. 34.8% employ 100 to 249 people, and 9.3% employ 250 to 499 people.

The total number of employees is illustrated in the chart below.



Total Number of Employees is obtained by adding
Q3. What is the number of full-time employees at this location? And
Q4. What is the number of part-time employees at this location?

Women employees are more heavily concentrated in Finance/Real Estate/Insurance, Services, and Wholesale/Retail. 55.0% of the worksites in Finance/Real Estate/Insurance report that over 70% of their employees are women, and 51.7% in Services report that over 70% of their employees are women. At Wholesale/Retail worksites, 23.3% of the respondents report that over 70% of their employees are women. The next chart compares the percentage of women at the worksite by industry category.

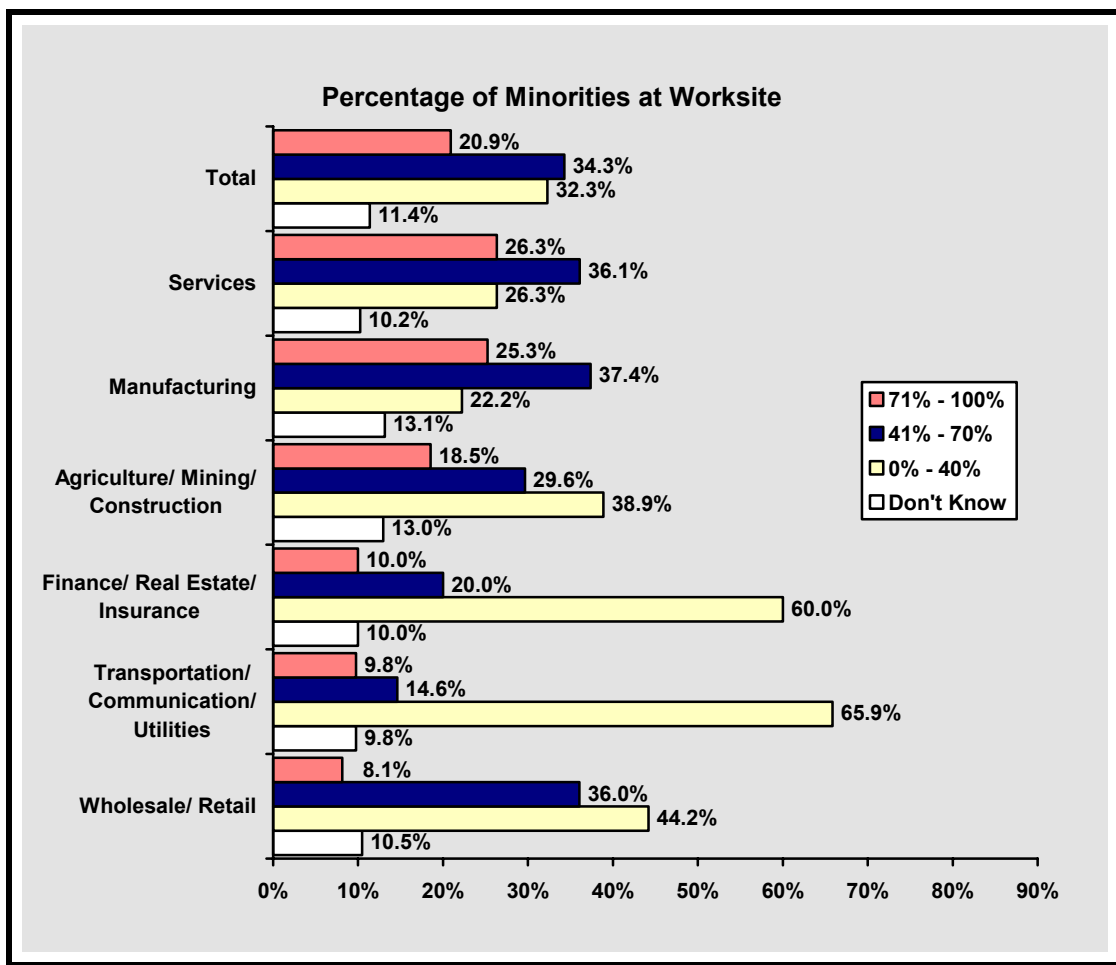


Q. 8. "Which of the following best describes the nature of the business conducted at your worksite?"

Q47a. "What percentage of employees at this worksite are females?"

The two largest industry categories – Services and Manufacturing – have the highest concentrations of minority workers at their worksite. In the Services category, 26.3% of the worksites have a high percentage of minorities (over 70%) in their work force. This compares with 25.3% at worksites in the Manufacturing category.

Agriculture/Mining/Construction ranks third with 18.5% of the worksites which have a minority work force of more than 70%. Finance/Real Estate/Insurance ranks fourth; Transportation/ Communication/Utilities ranks fifth; and Retail/Wholesale ranks sixth. The next chart compares the percentage of minority employees in each industry category.



Q. 8. "Which of the following best describes the nature of the business conducted at your worksite?"

Q47b. "What percentage of employees at this worksite are minorities?"

2. Worksite Wellness Programs and Health Promotion Activities.

Respondents were asked nine questions about wellness policies and programs at their worksite. These are:

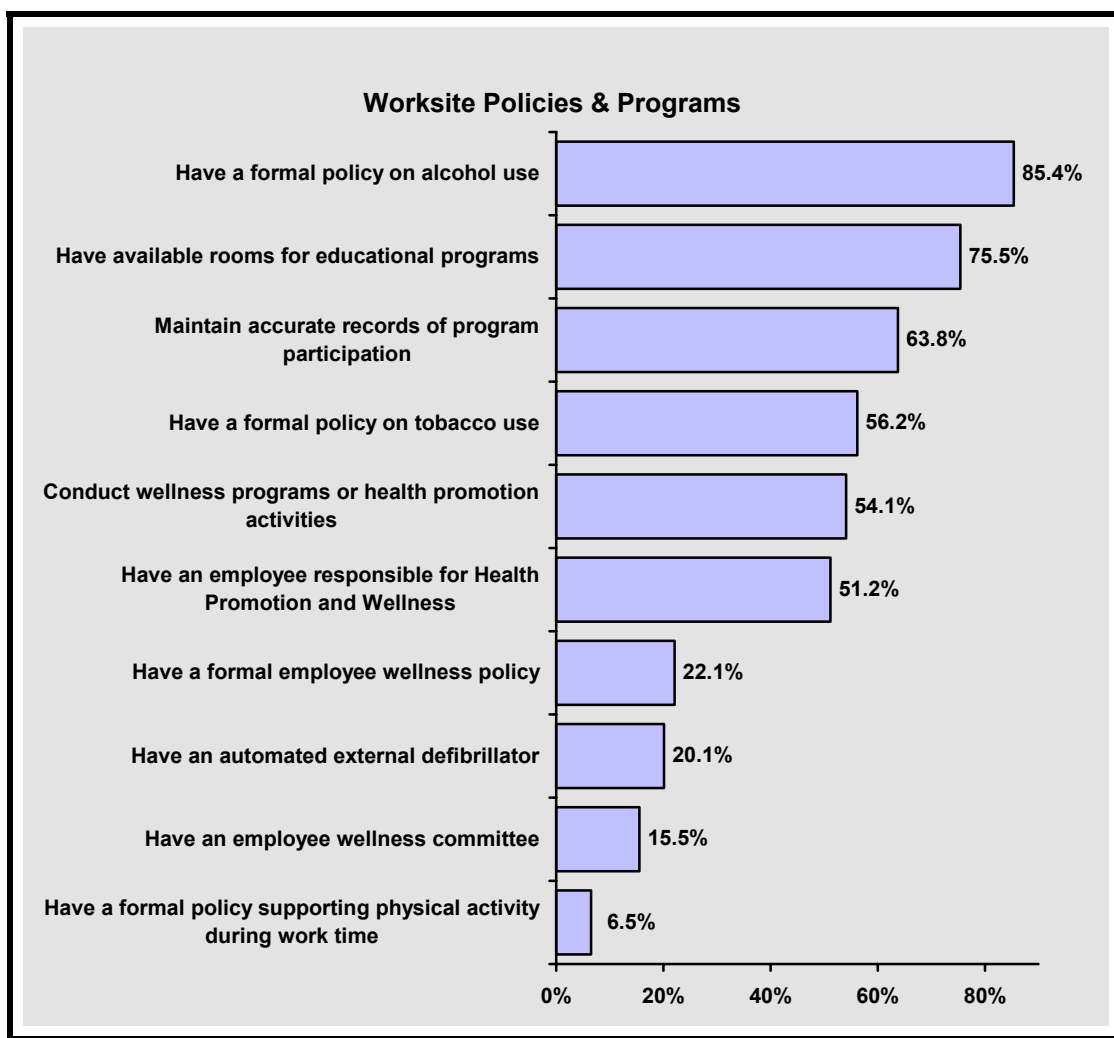
- "Does your worksite conduct employee wellness programs or health promotion activities?"
- "Does your worksite have a formal employee wellness policy?"
- "Does your worksite have at least one full time employee responsible for Health Promotion or Worksite Wellness?"
- "Does your worksite have an employee wellness committee?"
- "Does your worksite have a formal policy that prohibits or severely restricts tobacco use?"
- "Does your worksite have a formal policy that addresses employee use of alcohol?"
- "Does your worksite maintain accurate records of total participation in program activities?"
- "Does your worksite have a formal policy that supports physical activity during work time?"
- "Does your worksite have available rooms for educational programs?"
- "Does your worksite have an automated external defibrillator (AED) available for use in case an employee experiences sudden cardiac arrest?"

Response to the questions about three of these policies and programs is very positive. 85.4% of the worksites have a formal policy on alcohol use. 75.5% have available rooms for educational programs. 63.8% maintain accurate records of program participation.

Three other policies and programs are in use by over half of the respondents. 56.2% have a formal policy on tobacco use. 54.1% conduct wellness programs or health promotion activities, and 51.2% have an employee responsible for Health Promotion and Wellness.

Positive response to the four other questions is relatively low. Only 22.1% of the worksites have a formal wellness policy. 20.1% have an automated external defibrillator (AED). 15.5% have an employee wellness committee. And 6.5% have a formal policy supporting physical activity during work time.

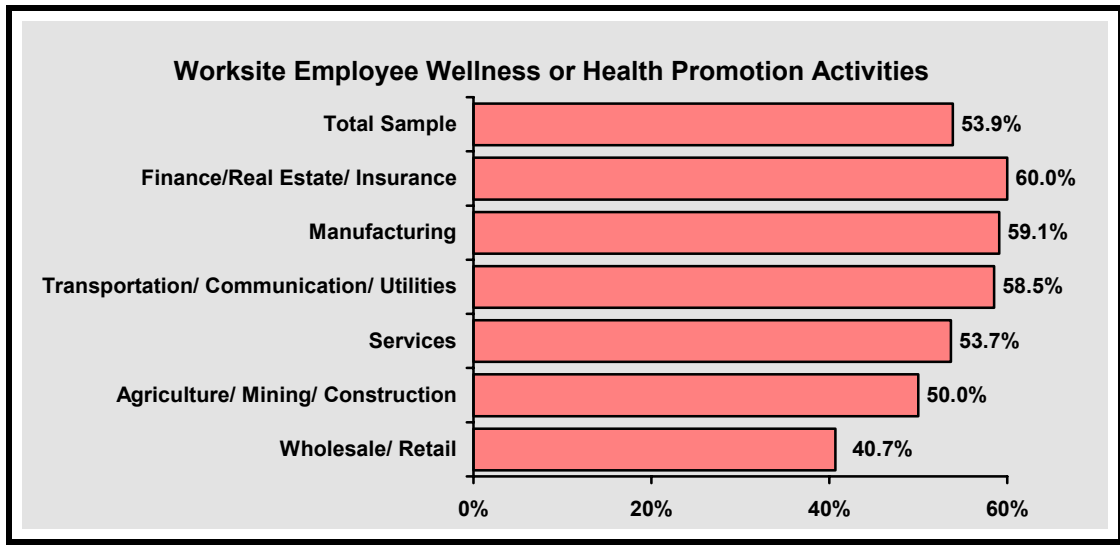
Response to these nine questions is ranked in the chart on the next page.



- Q 9. "Does your worksite conduct employee wellness programs or health promotion activities?"
- Q 11. "Does your worksite have at least one full time employee responsible for Health Promotion or Worksite Wellness?"
- Q 12. "Does your worksite have an employee wellness committee?"
- Q 13. "Does your worksite have a formal employee wellness policy?"
- Q 14. "Does your worksite have a formal policy that prohibits or severely restricts tobacco use?"
- Q 15. "Does your worksite have a formal policy that addresses employee use of alcohol?"
- Q 16. "Does your worksite have an automated external defibrillator (AED) available for use in case an employee experiences sudden cardiac arrest?"
- Q 23. "Does your worksite maintain accurate records of total participation in program activities?"
- Q 25. "Does your worksite have a formal policy that supports physical activity during work time?"
- Q 27. "Does your worksite have available rooms for educational programs?"

Employee wellness and health promotion activities are conducted at worksites in most industry categories. 60.0% of the worksites in Finance/Real Estate/Insurance conduct wellness or health promotion activities. This compares with 59.1% in Manufacturing; 58.5% in Transportation/Communication/Utilities; 53.7% in Services; 50.0 % in Agriculture/ Mining/Construction; and 40.7% in Wholesale/Retail.

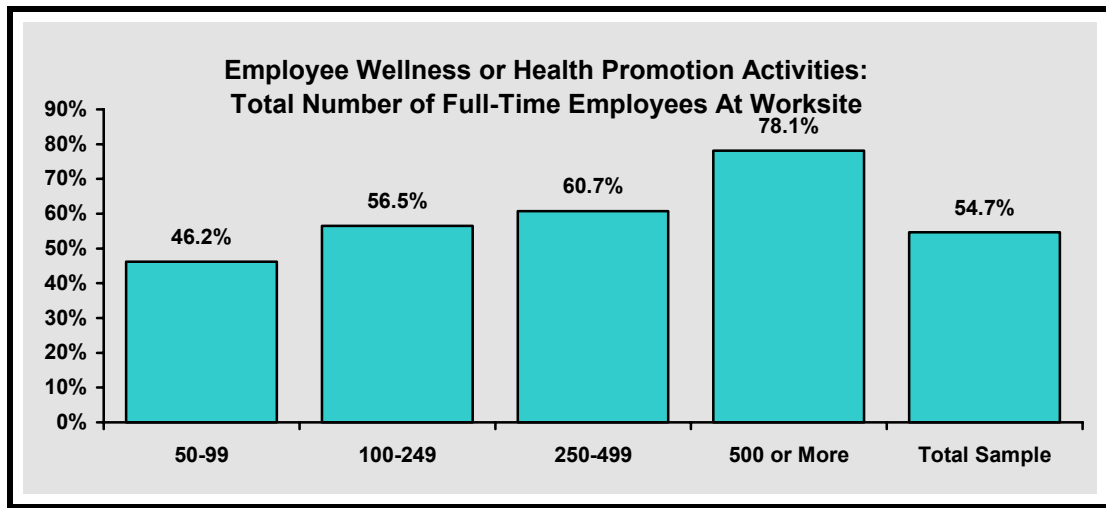
The next chart compares the use of employee wellness and health promotional activities by industry category.



Q. 8. "Which of the following best describes the nature of the business conducted at your worksite?"

Q 9. "Does your worksite conduct employee wellness programs or health promotion activities?"

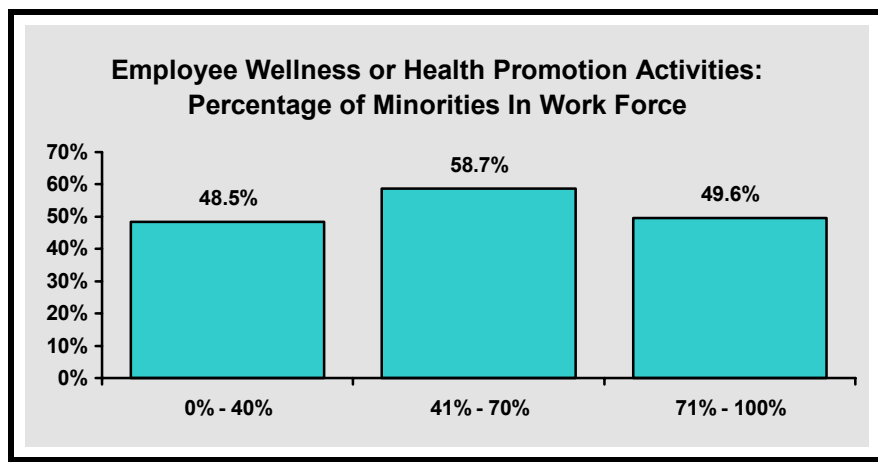
As the number of full-time employees at the worksite increases, the probability that employees have access to wellness or health promotion activities increases. The chart below shows that 46.2% of the worksites with 50 - 99 employees have access to wellness or health promotion activities. Access increases to 78.1 % for locations with over 500 employees.



Total Number of Employees

Q 9. "Does your worksite conduct employee wellness programs or health promotion activities?"

The next chart shows that access to wellness or health promotion activities is not related to the percentage of minorities in the work force. 49.5% of worksites with a high percentage of minorities (over 70%) in the work force have access to wellness or health promotion activities. This compares with 48.5% for locations with a relatively low percentage (40% or less) of minorities.



Q47b. "What percentage of employees at this worksite are minorities?"

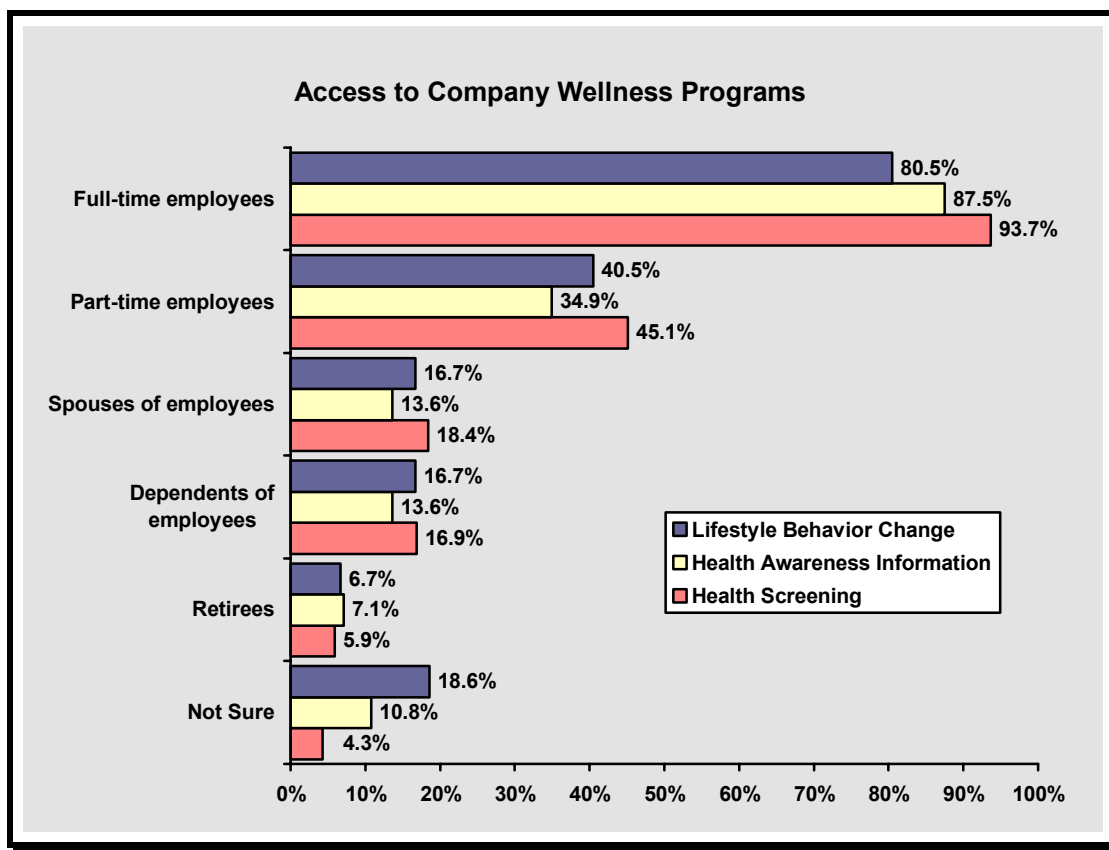
Q 9. "Does your worksite conduct employee wellness programs or health promotion activities?"

In most cases, full-time employees are eligible to participate in the company's health promotion programs. 80.5% of worksites with lifestyle behavior change programs allow full-time employees to participate. 87.5% of the worksites, which provide health awareness information programs, say that full-time employees can participate, and 93.7% of the worksites, which conduct health screenings, allow full-time employees to participate.

Less than half of the worksites allow part-time employees to participate in company wellness programs. 40.5% allow part-time employees to participate in lifestyle behavior change programs. This compares with 34.9% of the worksites, which allow part-time employees to participate in health awareness information programs, and 45.1%, which allow part-time employees to participate in health screenings.

However, spouses and dependents of employees usually are not included in company wellness programs. Only 16.7% of the worksites with lifestyle behavior change programs allow employee spouses and dependents to participate. This compares with 13.6% which allow spouses and dependents to participate in health awareness information programs. 18.4% of the worksites that sponsor health screenings include spouses, and 16.9% have health screenings which are open to dependents.

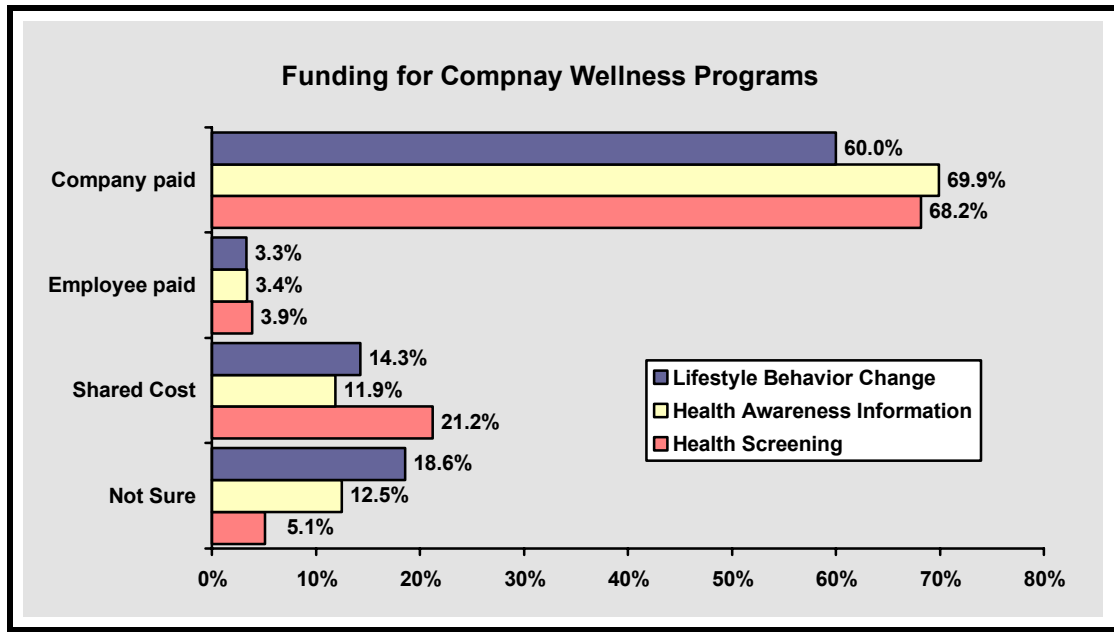
Access to company wellness programs is compared in the chart below.



Q 21. "Who is eligible to participate in your company's (INSERT PROGRAM TYPE) program?"

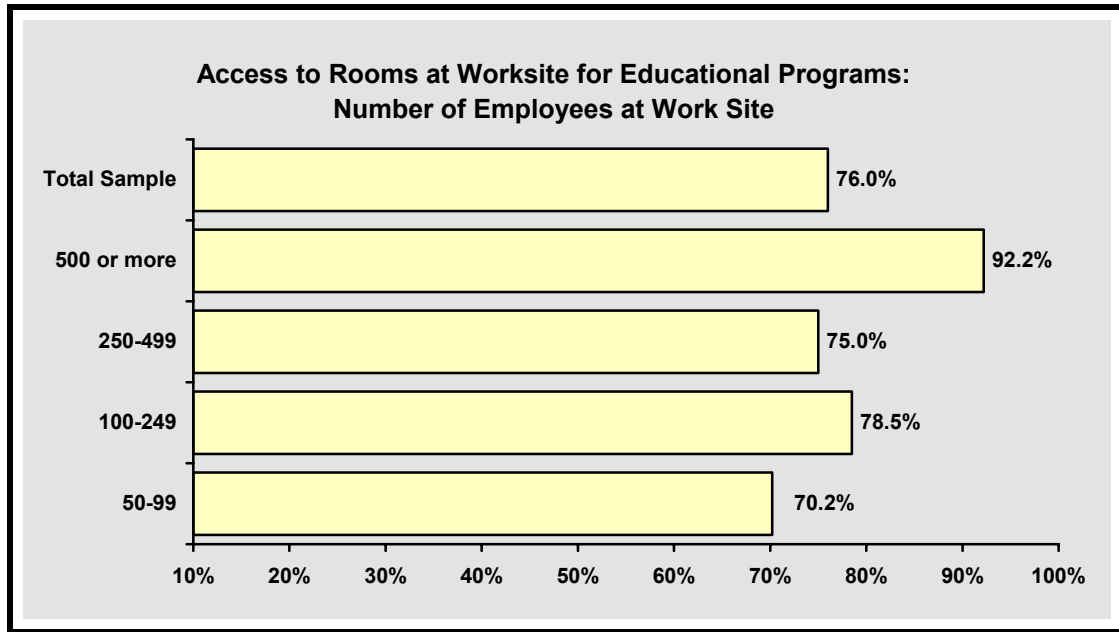
Most wellness programs are company paid. 60.0% of worksites report that lifestyle behavior change programs are company paid. 3.3% have programs which are employee paid, and 14.3% share the cost of lifestyle behavior change programs with the employee.

Similar funding patterns can be seen with health awareness information programs and with health screening programs. 69.9% of the worksites say their health awareness information programs are company paid. 68.2% report that their health screening programs are company paid.



Q 22. "How is your (INSERT PROGRAM TYPE) program funded? Is it..."

Three out of four worksites have rooms available at the worksite, which could be used for educational programs. The next chart shows that the probability that rooms are available at the worksite increases as the number of employees increases. 92.2% of the worksites with over 500 employees have rooms available. In comparison, 70.2% of the worksites with 50 - 99 employees have rooms available.

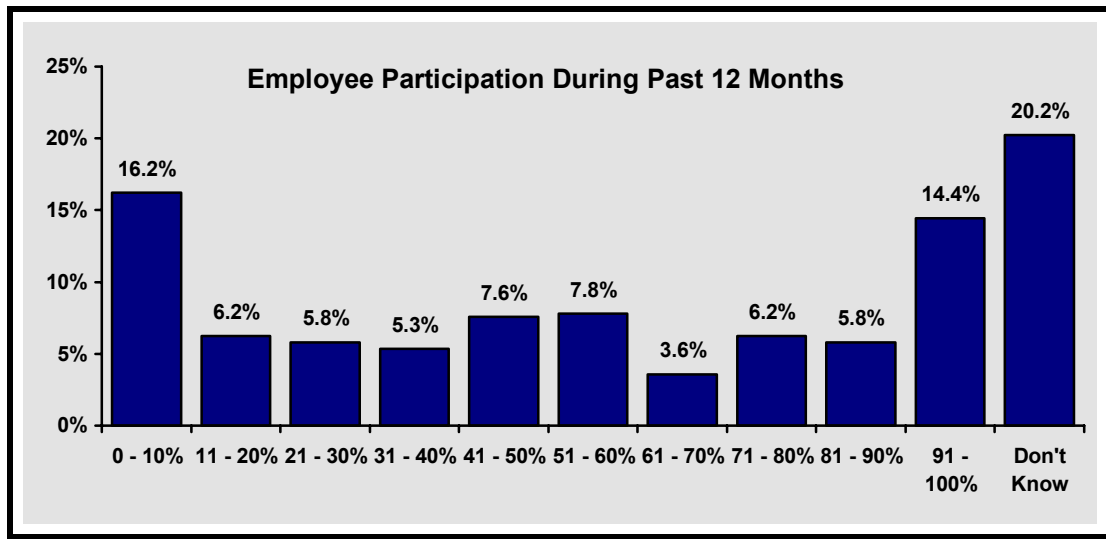


Total Number of Employees

Q 27. "Does your worksite have available rooms for educational programs?"

Employee participation in wellness programs varies widely. 41.1% of the worksites which maintain accurate records of participation report that 50% or less of their employees participated in wellness program activities during the past 12 months. 37.8% report that over half of their employees participated during the past 12 months. 20.2% of respondents say they do not know what percentage of their employees participated.

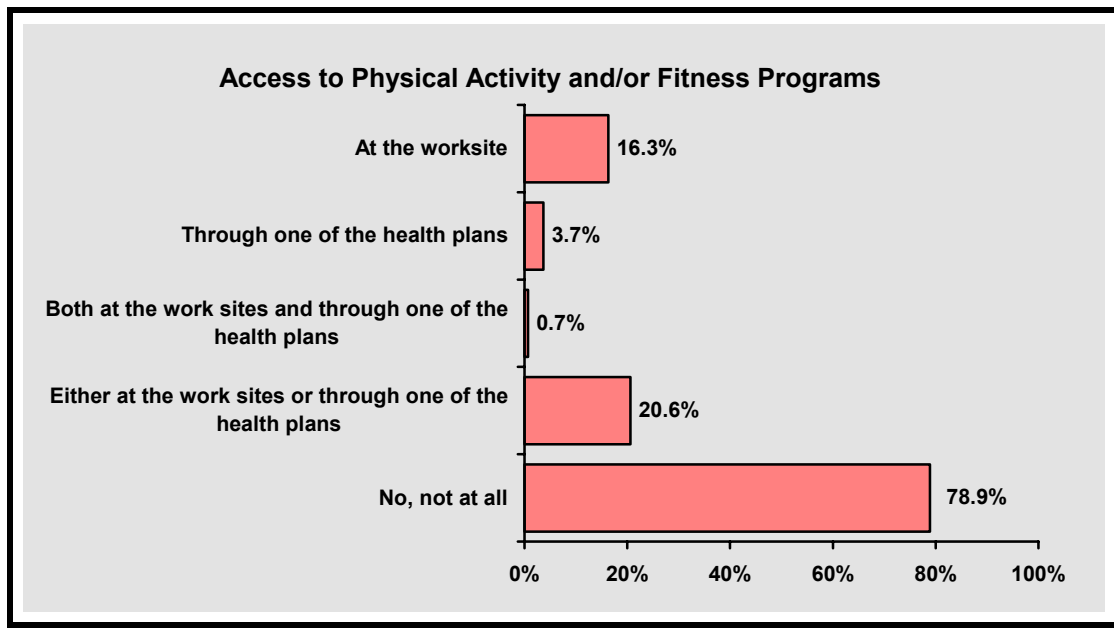
Worksite participation in wellness programs is illustrated in the chart below.



Q 24. "What percentage of your worksite's employees participated in program activities during the last 12 months?"

3. Physical Exercise Policies and Facilities.

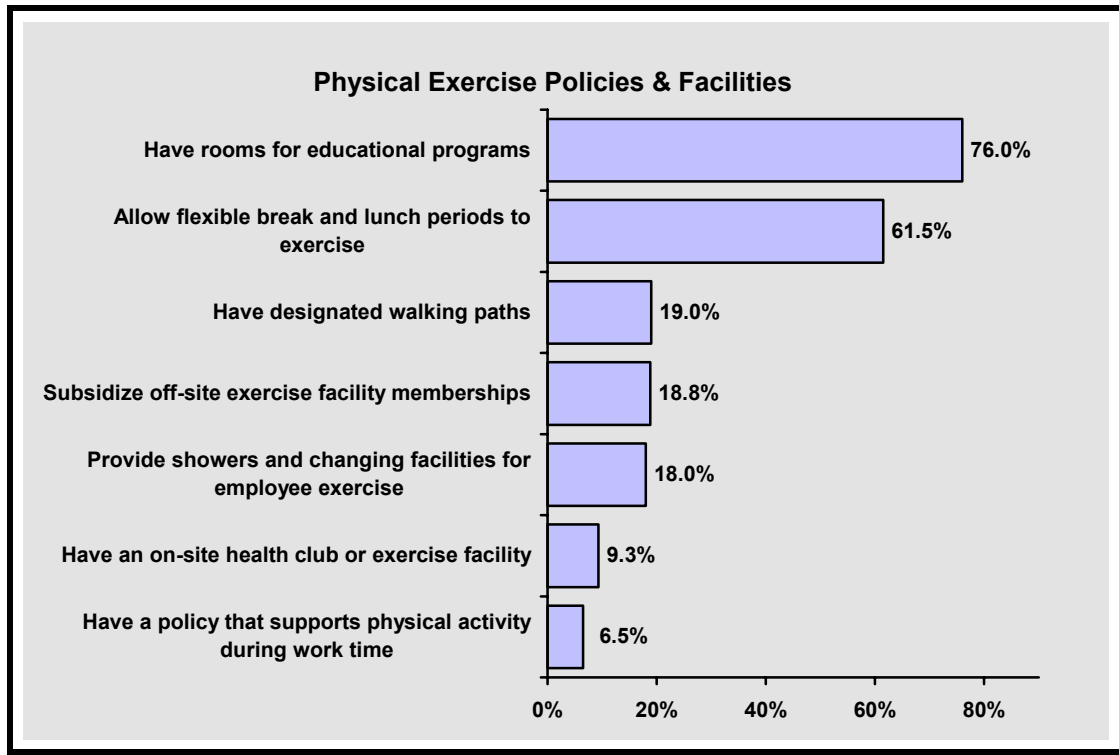
One out of five worksites offered physical activity or fitness programs to their employees during the last 12 months. The chart below shows that 16.3% offered physical activity or fitness programs at the worksite; 3.7% offered their programs through a health plan; 0.7% made programs available both at the worksite and through a health plan. 20.6% made fitness programs available either at the worksite or through one of their health plans.



Q 17e. "During the last 12 months, did you offer physical activity and/or fitness programs or activities to your employees at the worksite, through one of your health plans, or not at all?"

As noted earlier, three out of four worksites have rooms which can be used for educational programs. A majority of worksites -- 61.5% -- allow flexible break and lunch periods to exercise.

However, the next chart shows that facilities for physical activity or fitness programs are limited. Only 19.0% of the worksites have designated walking paths. 18.6% subsidize off-site exercise facility memberships. 17.8% provide showers and changing facilities for employee exercise. 9.2% have an on-site health club or exercise facility. 6.4% have a policy that supports physical activity during work time.



Q 25. "Does your worksite have a formal policy that supports physical activity during work time?"

Q 26. "Does your worksite's physical activity policy allow employees to utilize flextime or flexible breaks and lunch periods to exercise?"

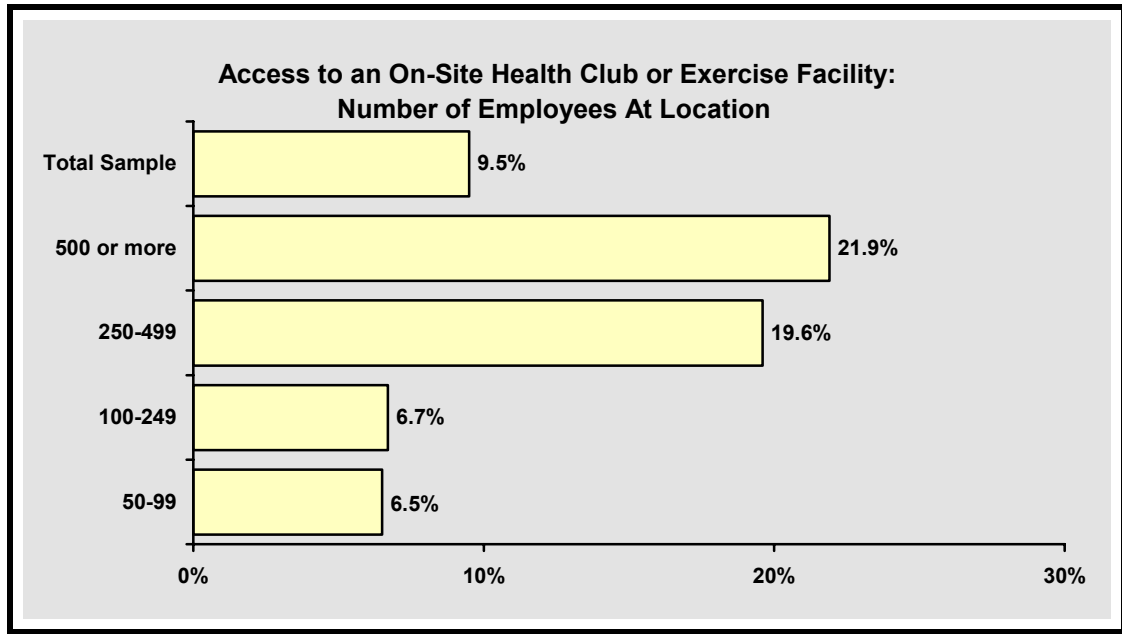
Q 30. "Does your worksite have an on-site health club or exercise facility?"

Q 31. "Does your worksite provide showers and changing facilities for employees who want to bike/run/walk to work or exercise during off hours (breaks, lunch)?"

Q 28. "Does your worksite have designated indoor or outdoor walking paths mapped out for employee use?"

Q 29. "Does your worksite subsidize, either directly or through its insurance provider, health club or exercise facility memberships off-site?"

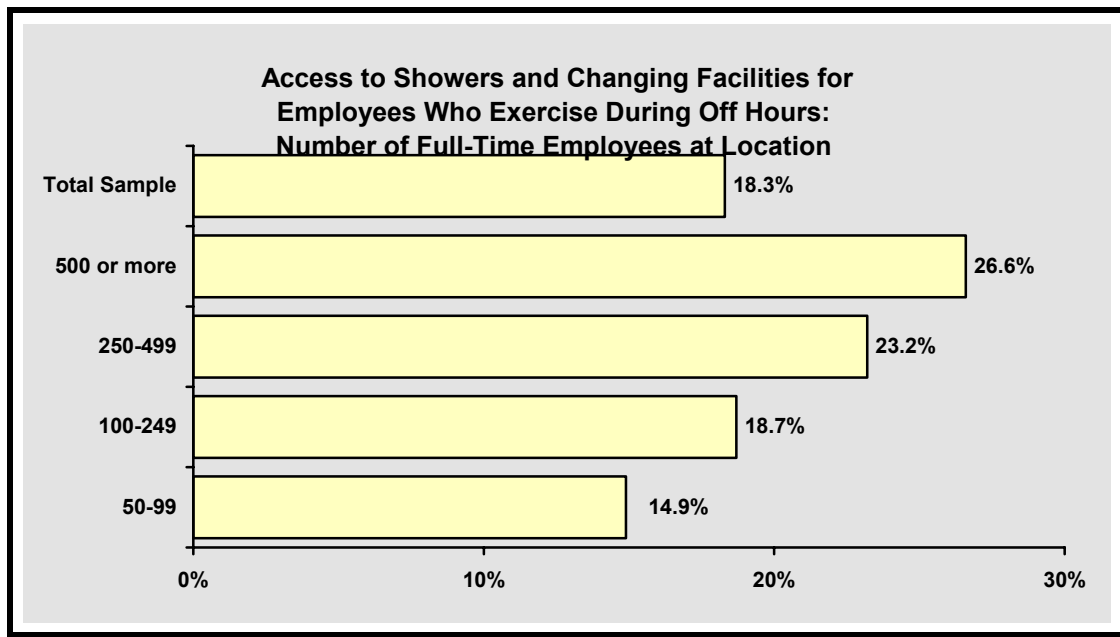
Worksites with over 500 employees are much more likely to have an on-site health club or exercise facility. The chart below shows that 21.9% of the worksites with more than 500 employees have on-site exercise facilities. This compares with 6.5% for worksites with 50 to 99 employees; with 6.7 % for locations with 100 to 249 employees; and 19.6% for worksites with 250 to 499 employees.



Q 3. "What is the number of **Full-Time** Employees at this location?"

Q 30. "Does your worksite have an on-site health club or exercise facility?"

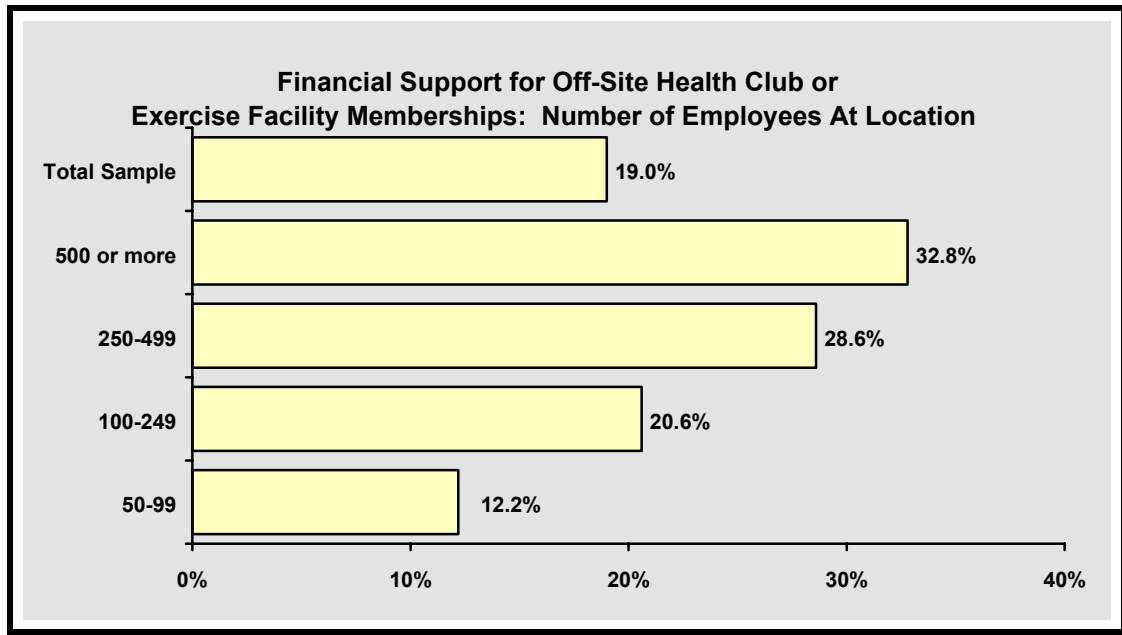
The next chart shows that access to showers and changing facilities at the worksite increases as the number of employees increases. 26.6% of the locations with over 500 employees provide employees who exercise with access to showers and changing facilities. Access to showers and changing facilities drops to 23.2% at worksites with 250 to 499 employees. For locations with 100 to 249 employees, this percentage drops further to 18.7%. For locations with 50 to 99 employees, the percentage is only 14.9%.



Total Number of Employees

Q 31. "Does your worksite provide showers and changing facilities for employees who want to bike/run/walk to work or exercise during off hours (breaks, lunch)?"

Worksites with over 200 full-time employees are the most likely to provide financial support for off-site health club or exercise facility memberships. The next chart shows that 32.8% of the locations with over 500 full-time employees subsidize health club or exercise facility memberships off-site. This compares with 28.6% for worksites with 250 to 499 full-time employees; 20.6% for locations with 100 to 249 full-time employees; and 12.2% for locations with 99 to 50 full-time employees.



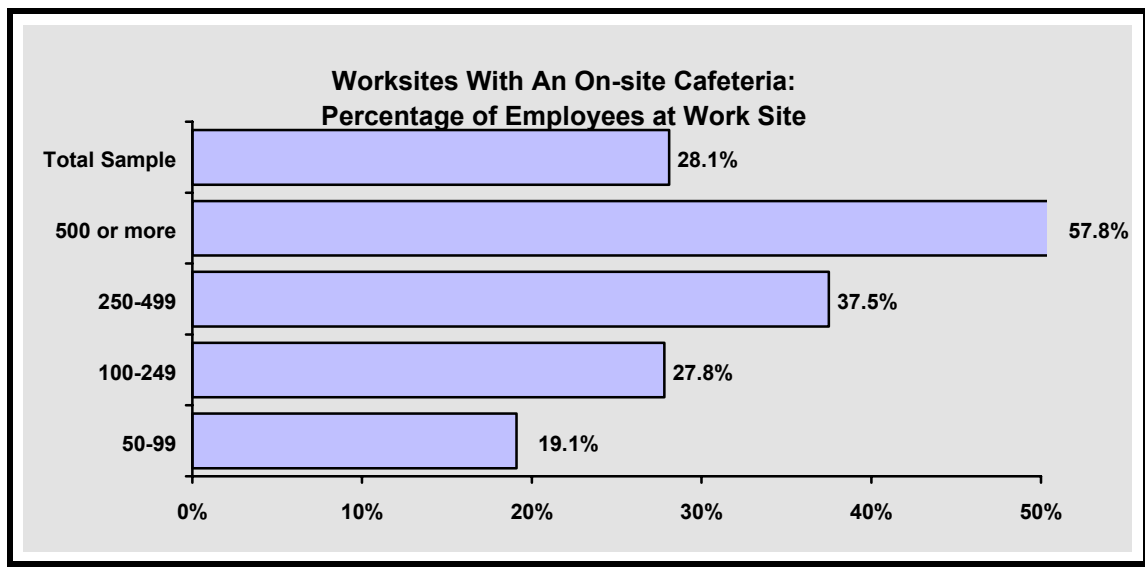
Total Number of Employees

Q 29. "Does your worksite subsidize, either directly or through its insurance provider, health club or exercise facility memberships off-site?"

4. Heart-Healthy Food and Food Service Facilities.

94.1% of the total sample have break rooms available that would accommodate employees bringing their lunch from home. 89.3% of the worksites with break rooms provide microwave ovens, refrigerators, and an adequate number of tables and chairs for employee use. An additional 9.3% of the worksites with break rooms provide some of these lunch facilities for their employees.

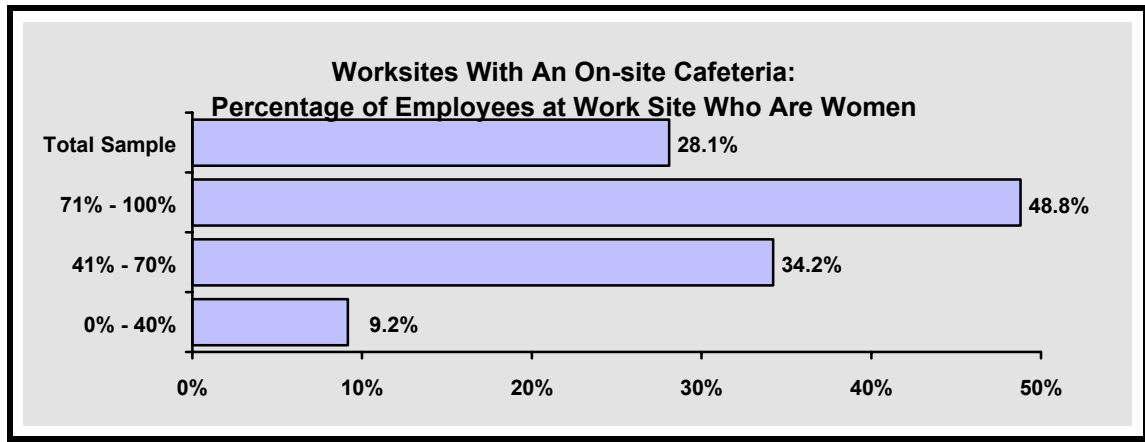
28.1% of the total sample have an on-site cafeteria. The next chart shows that worksites with over 500 employees are most likely to have a cafeteria on site. 57.8% of these worksites with more than 500 employees have an on-site cafeteria. This compares with 37.5% of those having 250 to 499 employees; with 27.8% of those which have 100 to 249 employees; and with 19.1% of those with 50 to 99 employees.



Q 3. "What is the number of **Full-Time** Employees at this location?"

Q 34. "Does your worksite have an on-site cafeteria?"

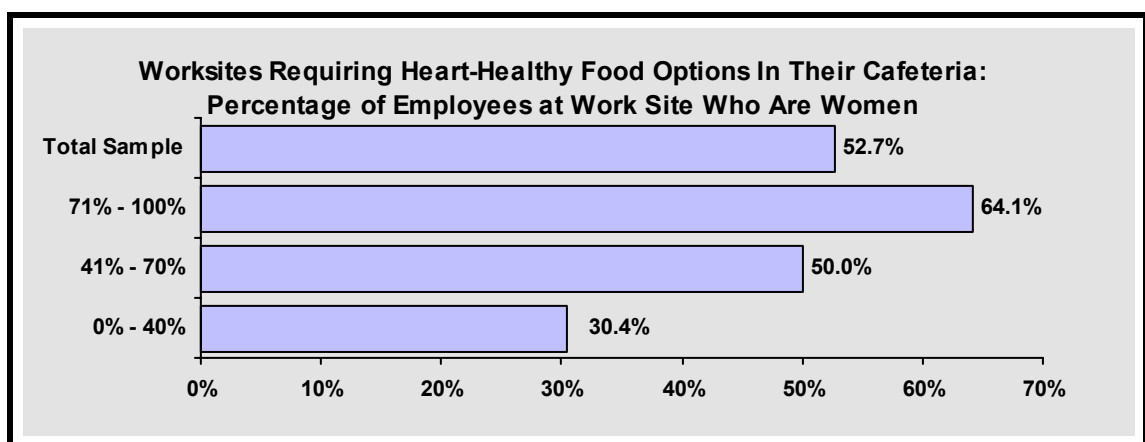
The next chart shows that the probability of having a cafeteria on-site increases as the percentage of women at the worksite increases. When the work force is more than 70% female, almost half -- 48.8% -- of the worksites have an on-site cafeteria. When 40% or less of the work force is female, only 9.2% of the worksite have a cafeteria on site.



Q 34. "Does your worksite have an on-site cafeteria?"

Q47a. "What percentage of employees at this worksite are females?"

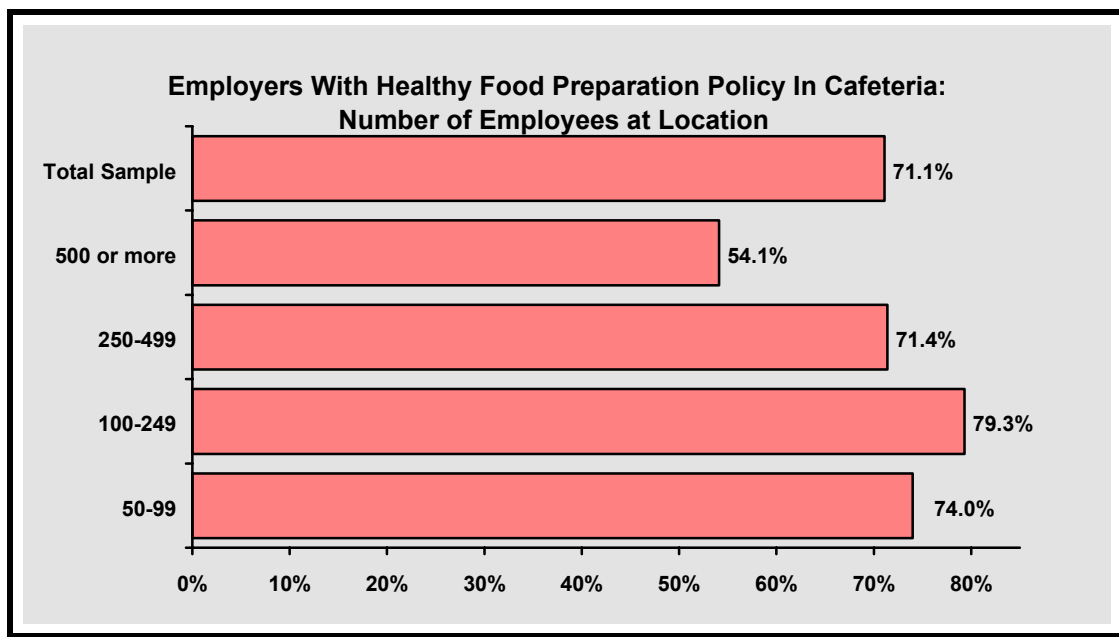
52.7% of the worksites with a cafeteria have a policy that requires the cafeteria to offer heart healthy food options. The next chart shows that heart-healthy food options increase as the percentage of women in the work force increases. 64.1% of the locations with a mostly female work force (over 70% women) have a cafeteria which is required to offer heart-healthy food options. This compares with 30.4% at worksites with a work force which is mostly male (40% or less female).



Q 35. "Does your worksite have a policy in place that requires heart-healthy food and meal options be offered in your on-site cafeteria?"

Q47a. "What percentage of employees at this worksite are females?"

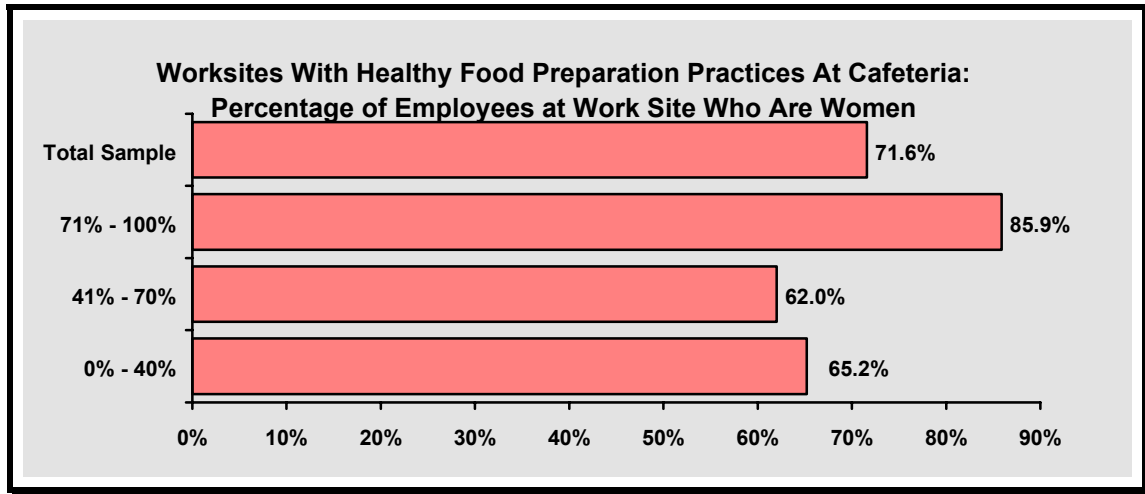
71.1% of the locations with a cafeteria on site require healthy food preparation (steaming, low fat/low salt substitutes, limited frying) in their cafeteria. The next chart shows that healthy food preparation guidelines is not correlated with the number of employees at the worksite. 54.1% of the locations with 500 or more employees have a healthy food preparation policy in their cafeteria. This compares with 74.0% of the locations with 50 to 99 employees which have a healthy food preparation policy.



Q 3. "What is the number of **Full-Time** Employees at this location?"

Q 36. "Does your worksite have a policy requiring that your on-site cafeteria follow healthy food preparation guidelines and practices (e.g., steaming, low fat/low salt substitutes, limited frying)?"

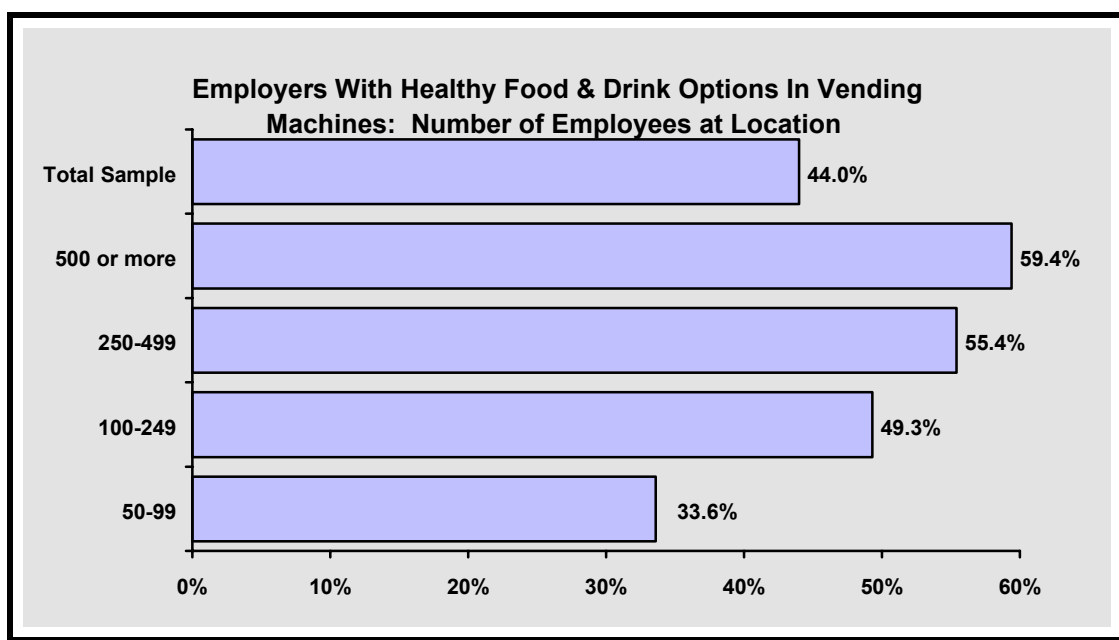
The next chart shows that healthy food preparation practices are more likely to be found at worksites which have a predominantly female work force. When more than 70% of the work force is female, 85.9% of locations follow health food preparation guidelines. This compares with 62.0% at worksites which are 41% to 70% female, and with 65.2% at locations which are 40% or less female.



Q 36. "Does your worksite have a policy requiring that your on-site cafeteria follow healthy food preparation guidelines and practices (e.g., steaming, low fat/low salt substitutes, limited frying)?"
Q47a. "What percentage of employees at this worksite are females?"

93.4% of total sample have vending machines at their worksite, and 44.0% offer healthy food and drink options in their vending machines. The next chart shows that the probability of finding healthy food and drink options in the vending machine increases as the number of full-time employees at the location increases.

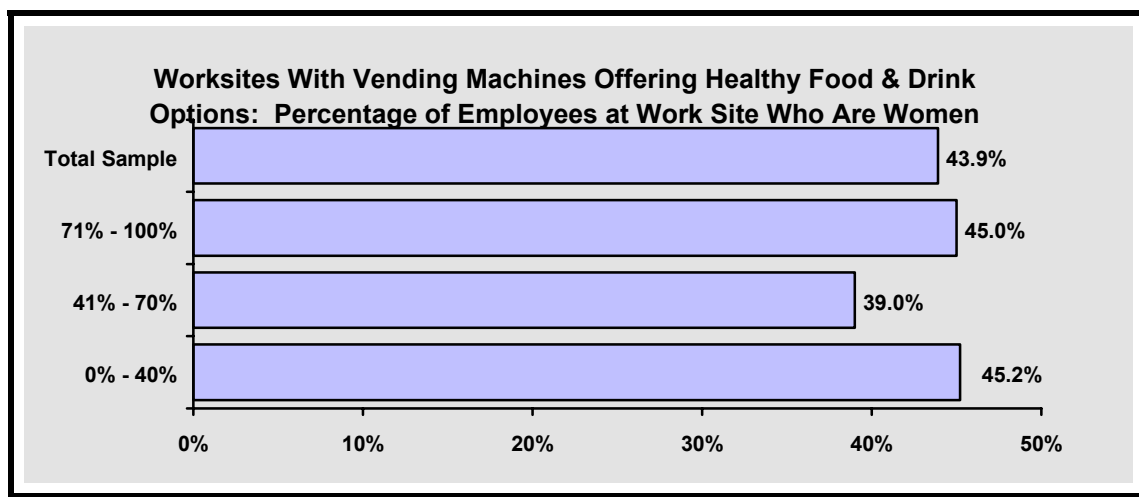
59.4% of the worksites with 500 or more full-time employees have healthy food and drink options in their vending machines. The incidence of healthy food and drink options drops to 55.4% at locations with 250 to 499 employees. This percentage drops further to 49.3% at worksites with 100 to 249 employees, and to 33.6% at locations with 50 to 99 employees.



Q 3. "What is the number of **Full-Time** Employees at this location?"

Q 37. "Do vending machines at your worksite offer healthy food and drink options such as fruit, low fat milk, and other reduced or low fat snacks?"

The incidence of vending machines with healthy food and drink options does not vary significantly with the sex of the work force. 45.0% of the locations which have a mostly female work force (over 70% female) have vending machines with healthy food and drink options. This compares with 45.2% of the worksites that have a mostly male work force (40% or less female). This is illustrated in the chart below.



Q 37. "Do vending machines at your worksite offer healthy food and drink options such as fruit, low fat milk, and other reduced or low fat snacks?"

Q47a. "What percentage of employees at this worksite are females?"

13.3% of the total sample requires heart healthy food & beverage choices at meetings and functions.

17.8% of the total sample provides heart-healthy nutrition education either at the worksite or through one of the health plans. 14.0% provide this type of nutrition education at the worksite. An additional 2.7% provide it through a health plan, and 1.2% provide nutrition education both through the worksite and a health plan.

5. Health Screenings, Educational and Counseling Programs.

Respondents were asked if 11 types of health screenings and education programs are provided for employees at the worksite or through one of their health plans. These 11 programs are:

- Screenings for high blood pressure;
- Screenings for cholesterol level or cholesterol education;
- Screenings for diabetes;
- Screenings for any form of cancer;
- Physical activity and/or fitness programs or activities;
- Heart healthy nutrition education;
- Training in cardiopulmonary resuscitation (CPR);
- Training in the use of automated external defibrillators (AEDs);
- Weight management classes or counseling;
- Smoking cessation classes or counseling; and
- Stress management classes or counseling.

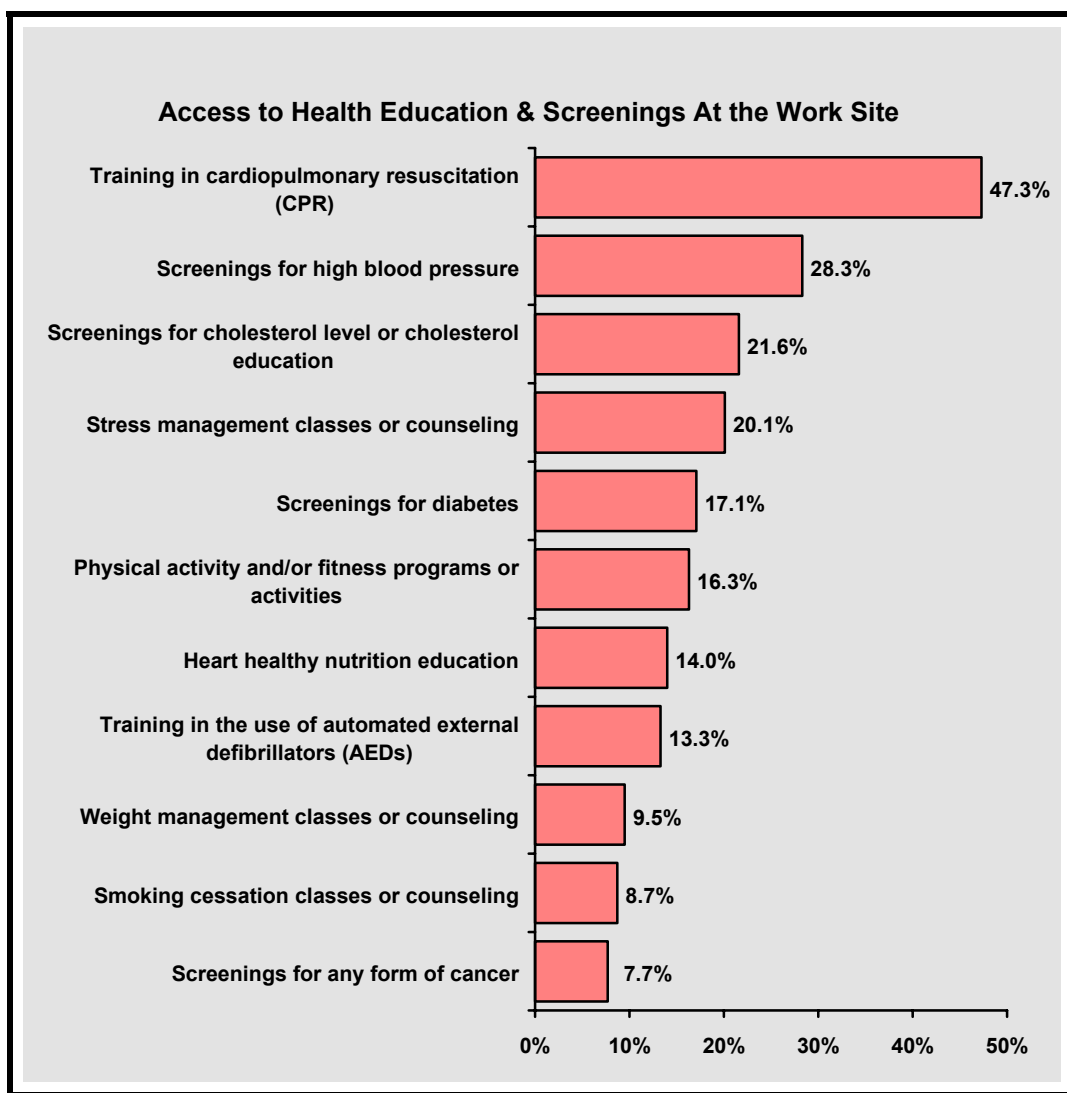
The most widely available of these programs was training for cardiopulmonary resuscitation (CPR). CPR training was provided at the worksite by 47.3% of employers during the past 12 months. Training in the use of automated external defibrillators (AEDs) was given at only 13.3% of worksites.

The most widely available health screening program in the past 12 months was screenings for high blood pressure. Screenings for high blood pressure were provided at 28.3% of worksites. Screenings for cholesterol level or cholesterol education was available at 21.6% of worksites. Screenings for diabetes were provided at 17.1% of worksites. Screenings for any form of cancer were available at only 7.7% of worksites.

The most popular health education programs were stress management classes or counseling. This was provided by 20.1% of the worksites. Heart-healthy nutrition education was available at 14.0% of worksites. Weight management classes or counseling was provided at 9.5% of worksites, and smoking cessation classes or counseling was available at only 8.7% of worksites.

16.3% of respondents reported that physical activity and/or fitness programs or activities were available for employees at their worksite.

Programs which were available at the worksite are ranked in the chart on the next page.



Q 17. "During the last 12 months, did you offer (INSERT PROGRAM TYPE) to your employees at the worksite, through one of your health plans, or not at all?"

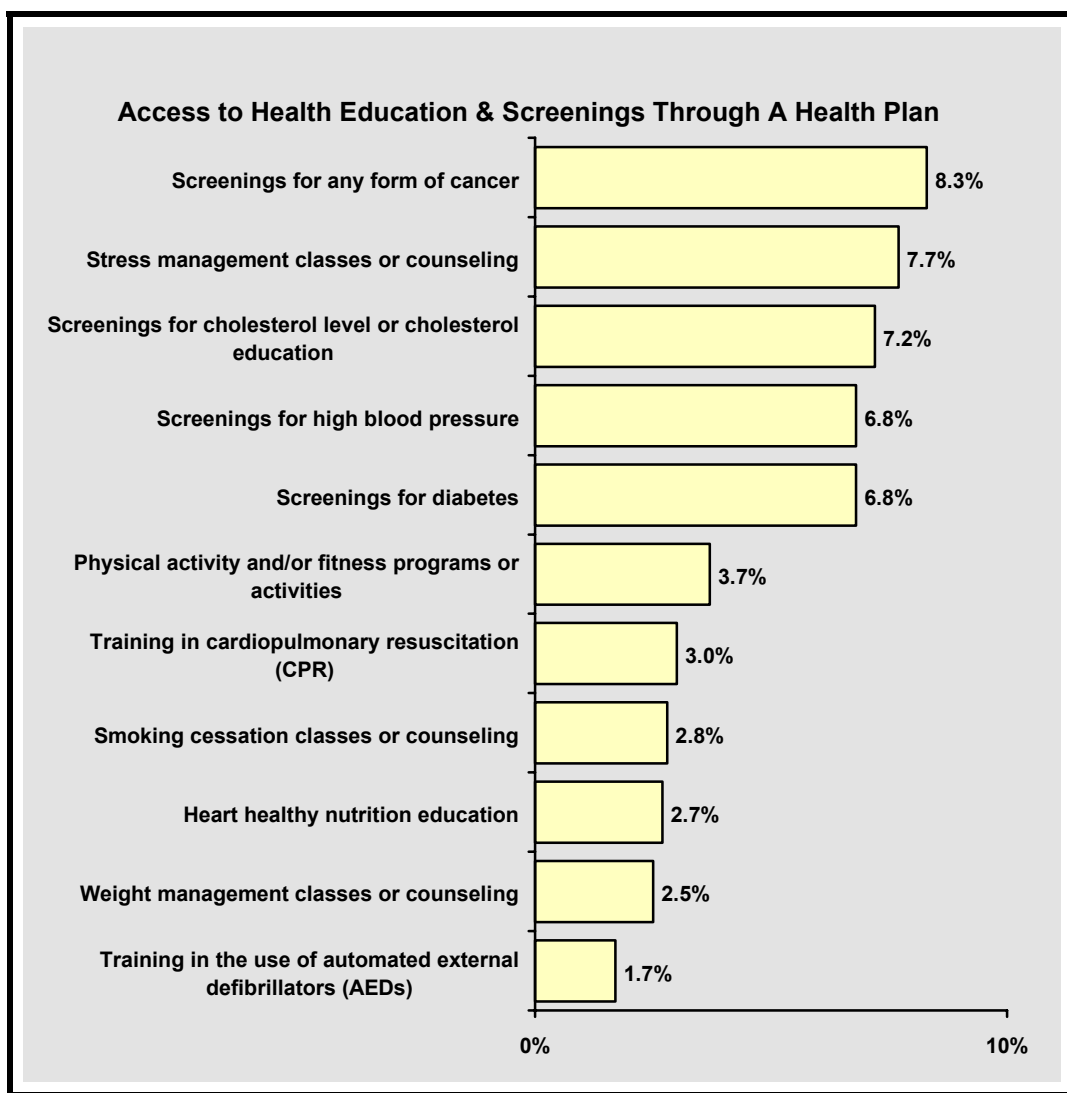
Health plans were more likely to sponsor health screenings than other types of programs. 8.3% of respondents report that employees at their location had access to screenings for any form of cancer through a health plan. 7.2% say their health plan provided access to screenings for cholesterol level or cholesterol education. 6.8% report that their health plan sponsored screenings for high blood pressure and for diabetes.

The most prevalent type of educational programs from a health plan was stress management classes or counseling. 7.7% report providing this type of education through one of their health plans. 2.8% have a health plan that provided smoking cessation classes or counseling; 2.7% have a plan which provided heart-healthy nutrition education, and 2.5% have a plan which provided weight management classes or counseling.

3.0% of the locations use a plan which gave training in cardiopulmonary resuscitation (CPR), and 1.7% have a health plan which provided training in using automated external defibrillators (AEDs).

Physical activity or fitness programs sponsored by a health plan were available at 3.7% of locations surveyed.

The chart on the next page ranks access to health education and screening programs through a health plan during the past 12 months.

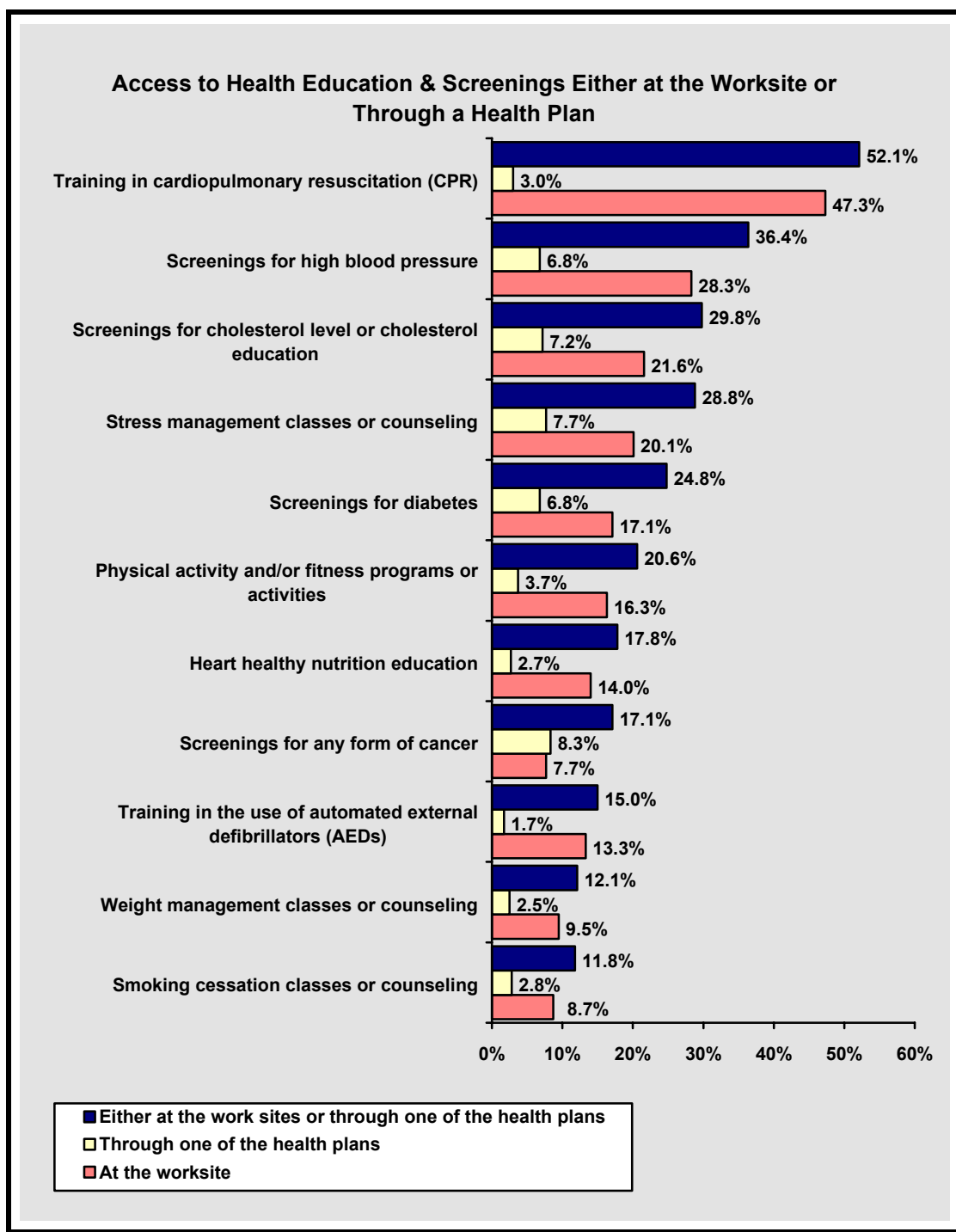


Q 17. "During the last 12 months, did you offer (INSERT PROGRAM TYPE) to your employees at the worksite, through one of your health plans, or not at all?"

The chart on the next page ranks access to these 11 programs either at the worksite or through a health plan. The top ranked program is CPR training. A total of 52.1% of respondents report that their employees had access to CPR training either at the worksite or through a health plan during the last 12 months.

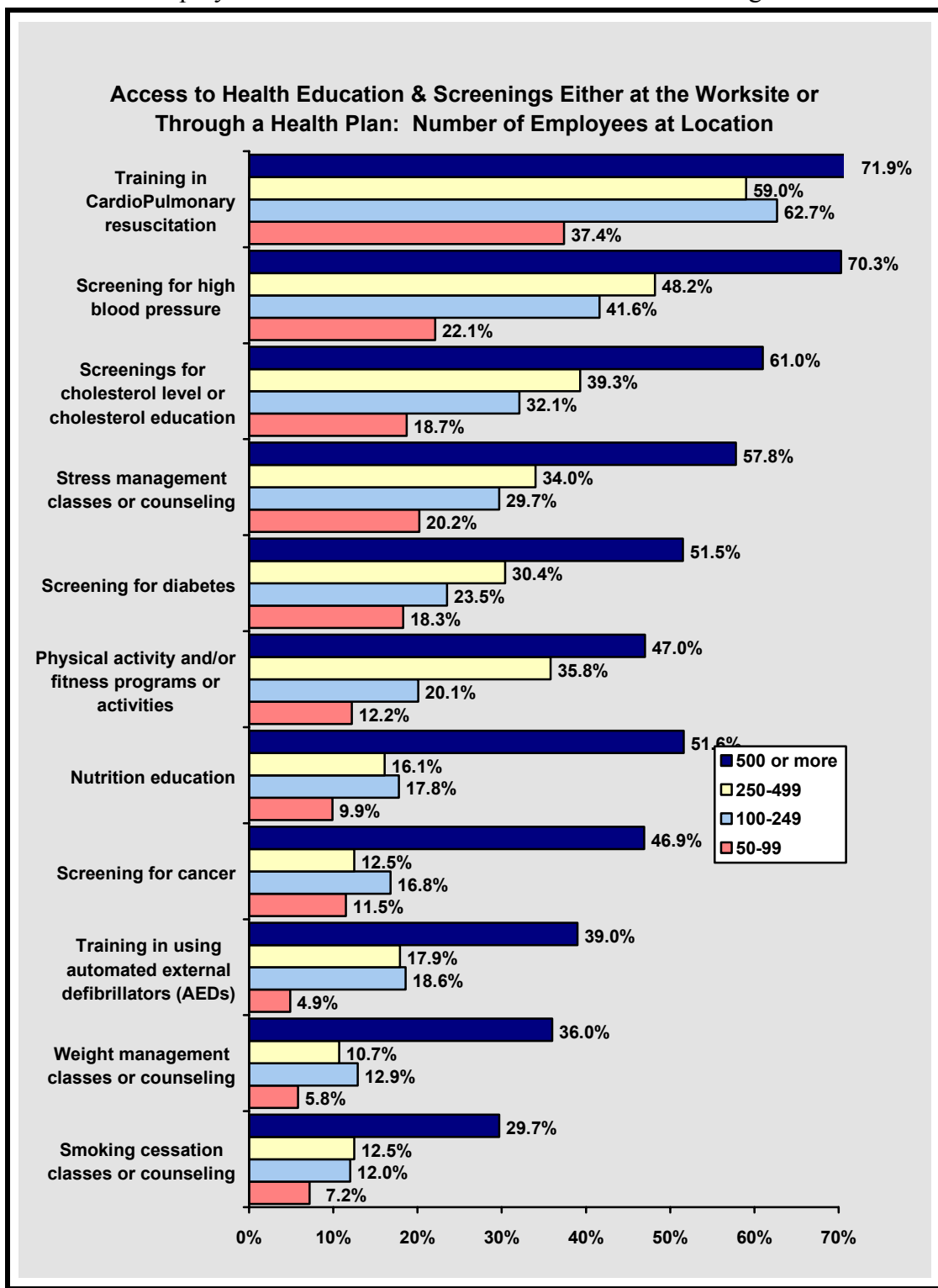
The second ranked program is screenings for high blood pressure. A total of 36.4% had access to high blood pressure screenings. Screenings for cholesterol level or cholesterol education ranks third. Stress management classes or counseling ranks fourth, and screenings for diabetes ranks fifth.

The two programs which were available at the lowest percentage of worksites were weight management classes or counseling, and smoking cessation classes or counseling.



Q 17. "During the last 12 months, did you offer (INSERT PROGRAM TYPE) to your employees at the worksite, through one of your health plans, or not at all?"

The chart on this page shows that access to health education and screenings increases as the number of full-time employees at the worksite increases. 78.1 % of the worksites with over 500 employees have access to health education and screenings.



The chart on the next page shows that worksites with over 70% of women in the work force are more likely to provide CPR training, screening for high blood pressure, stress management classes or counseling, heart-healthy nutrition education, training in the use of automated external defibrillators (AEDs), and in weight management classes or counseling.

61.9% of the worksites employing a high percentage of women (over 70%) offered CPR training during the last 12 months. This compares with 54.86% at worksites employing a lower percentage of women (40% or less).

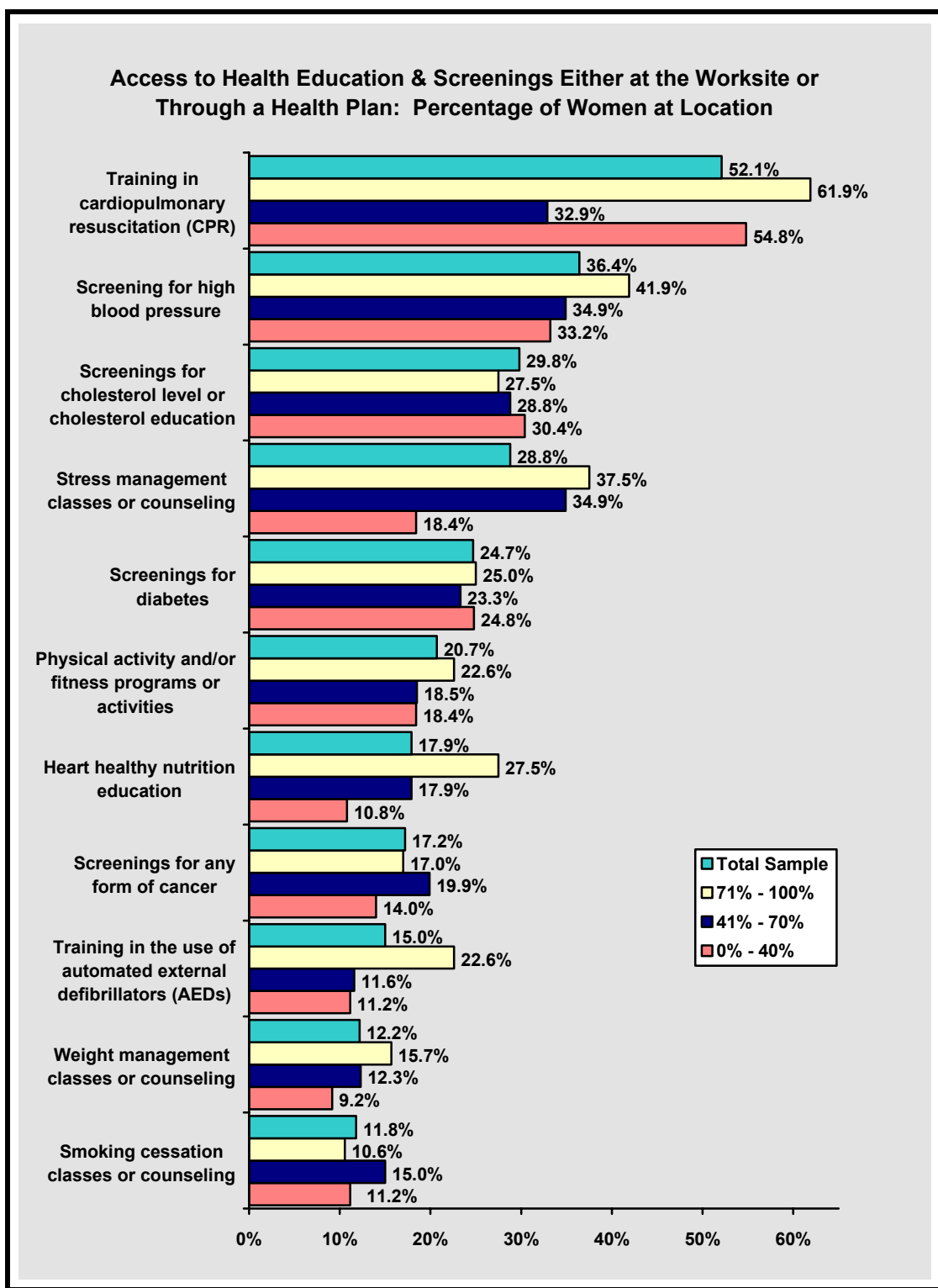
41.9% of the locations with a high percentage of women employees (over 70%) provided screenings for high blood pressure. 33.2% of the worksites with a lower percentage of women (40% or less) offered high blood pressure screenings.

Stress management classes were offered at 37.5% of the worksites employing more than 70% women and at 18.4% of the worksites where women constitute 40% or less of the work force.

Heart-healthy nutrition education was provided at 27.5% of the worksites with a high concentration of women employees and at 10.8% of the locations with a low concentration of women.

Automated external defibrillator (AED) training was provided at 22.6% of the worksites with a high concentration of women and at 11.2% of the locations with a low concentration of women.

Weight management classes or counseling were available at 15.7% of the location with a high concentration of women and at 9.2% of those with a low concentration of women.

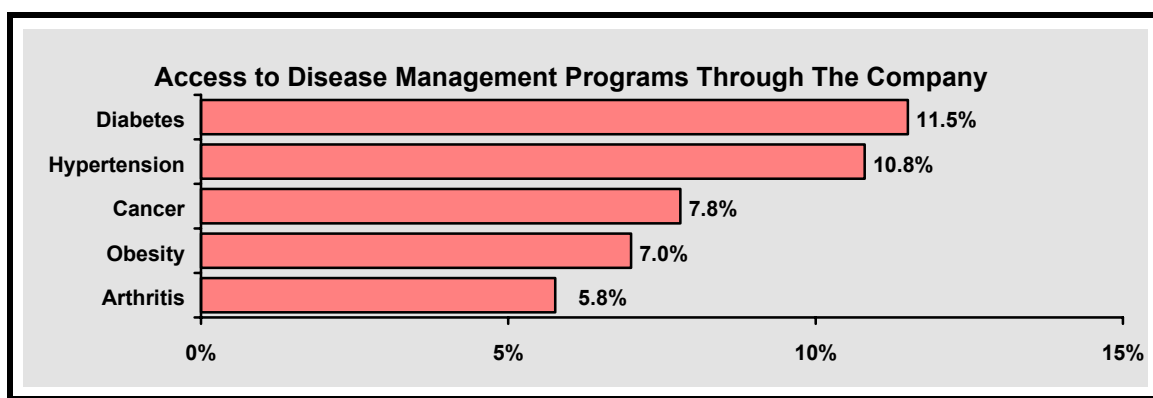


Q 17. "During the last 12 months, did you offer (INSERT PROGRAM TYPE) to your employees at the worksite, through one of your health plans, or not at all?"

Q47a. "What percentage of employees at this worksite are females?"

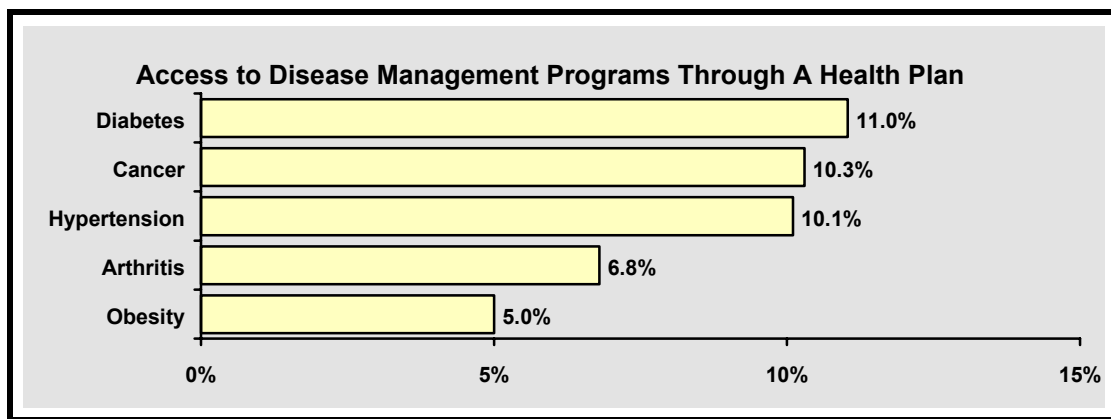
6. Disease Management Programs.

Respondents also were asked about employee access to disease management programs. The next chart shows that the most widely deployed disease management program is for diabetes. 11.5% of the organizations offer a diabetes management program. This compares with 10.8% for hypertension management; 7.8% for cancer management; 7.0% for obesity management; and 5.8% for arthritis management.



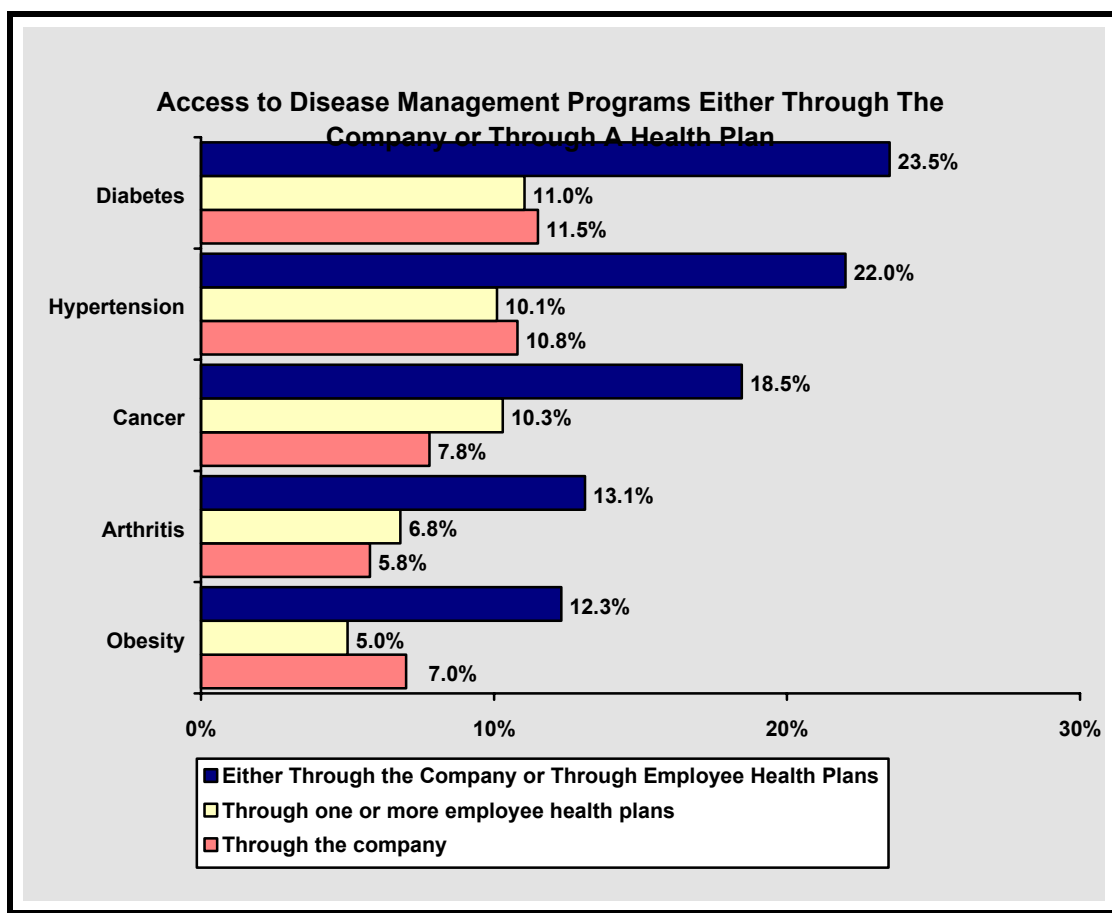
Q 39-Q 43. "Do you currently offer (programs type) management programs either through the company, through one or more employee health plans, or not at all?"

Health plans also offer these disease management programs to many employees. The next chart shows that 11.0% of the locations surveyed offer diabetes management programs through a health plan. 10.3% offer cancer management programs; 10.1% offer hypertension management programs; 6.8% provide arthritis management programs; and 5.0% offer obesity management programs.



Q 39-Q 43. "Do you currently offer (programs type) management programs either through the company, through one or more employee health plans, or not at all?"

The next chart shows that when disease management programs offered either through the company or through a health plan are combined, employees at 23.5% of the worksites had access to diabetes management programs. Hypertension management programs were available at 22.0% of worksites. Cancer management programs were provided at 18.5% of worksites. Arthritis management programs were available at 13.1% of locations, and obesity management programs were provided to employees at 12.3% of worksites.



Q 39-Q 43. "Do you currently offer (programs type) management programs either through the company, through one or more employee health plans, or not at all?"

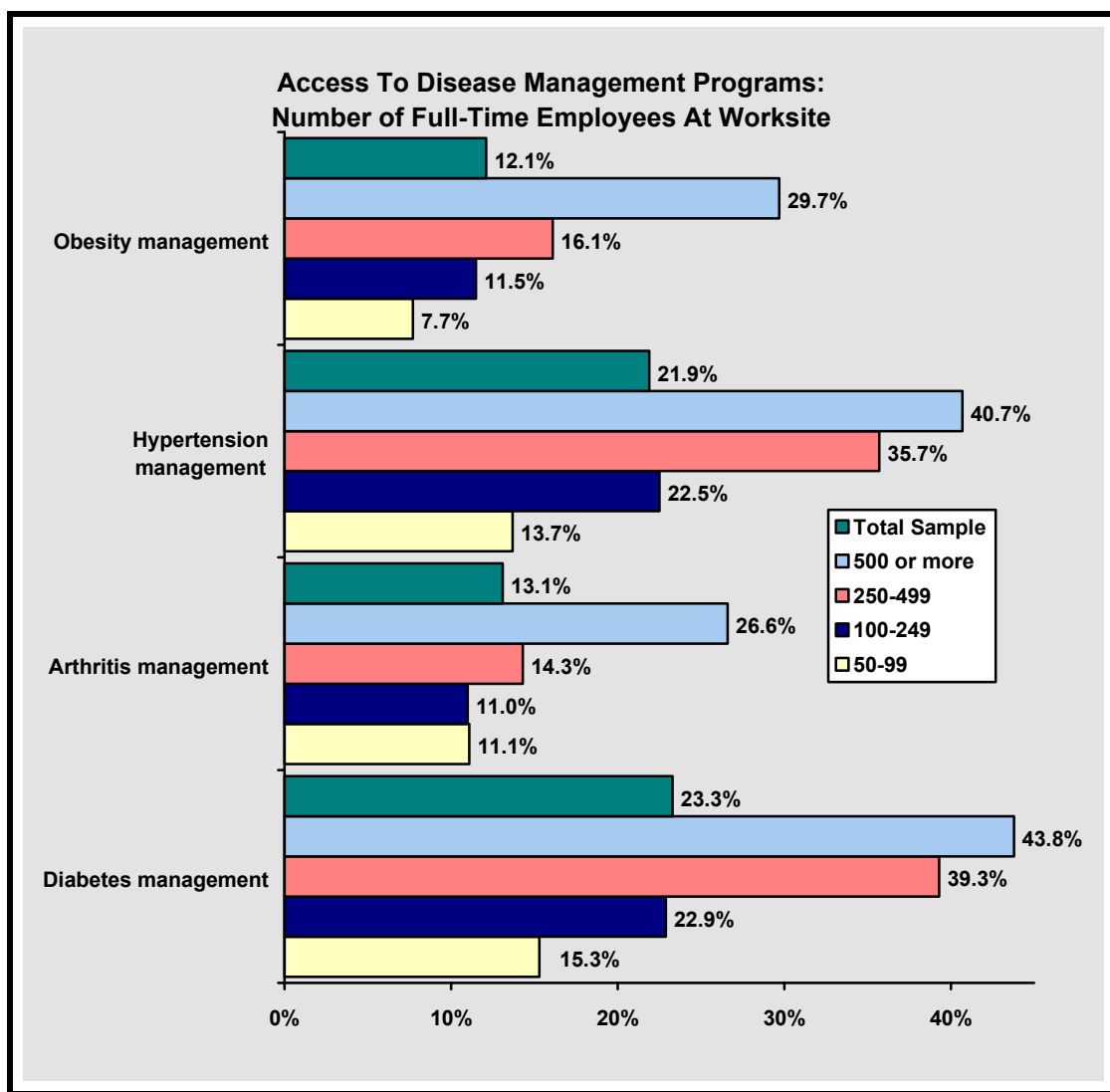
The chart on the next page shows that access to disease management programs increases as the number of full-time employees at the worksite increases.

29.7% of worksites with 500 or more full-time employees make obesity management programs available for their employees. This compares with 7.7% of the worksites with 50 to 99 full-time employees.

For hypertension management, the pattern is similar. 40.7% of locations with 500 or more full-time employees provide hypertension management programs. In contrast, only 13.7% of the worksites with 50 to 99 full-time employees provide a program for hypertension management.

26.6% of the worksites with 500 or more full-time employees currently provide an arthritis management program. 11.1% of worksites with 50 to 99 employees have an arthritis management program.

A diabetes management program is provided at 43.8% of the worksites with 500 or more employees. This compares with 15.3% of worksites with 50 to 99 employees that provide a diabetes management program.

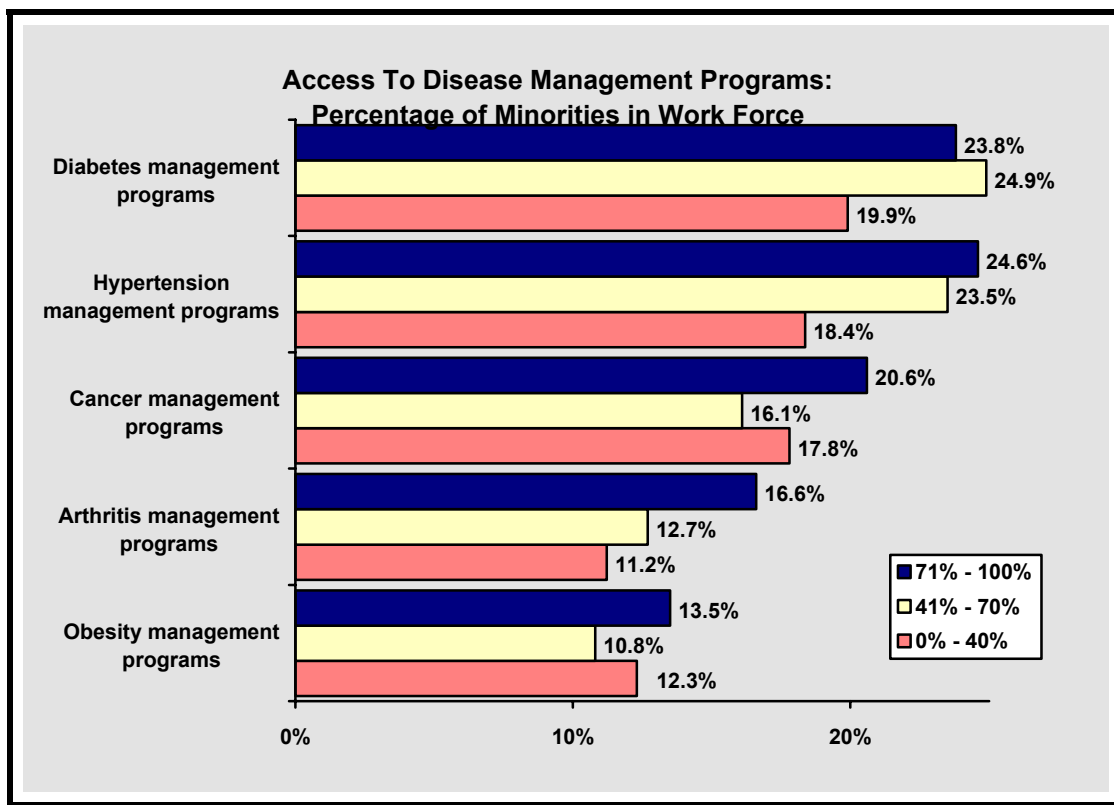


Q 3. "What is the number of **Full-Time** Employees at this location?"

Q 39-Q43. "Do you currently offer (programs type) management programs either through the company, through one or more employee health plans, or not at all?"

Access to disease management programs varies only slightly by the percentage of minorities in the work force. The next chart shows that locations with a high percentage of minorities in the work force are slightly more likely to have access to disease management programs.

23.8% of the worksites with a high percentage of minorities have access to diabetes management programs. This compares with 19.9% at the worksites where minorities are 40% or less of the work force. A similar pattern of access can be seen with the other four disease management programs.



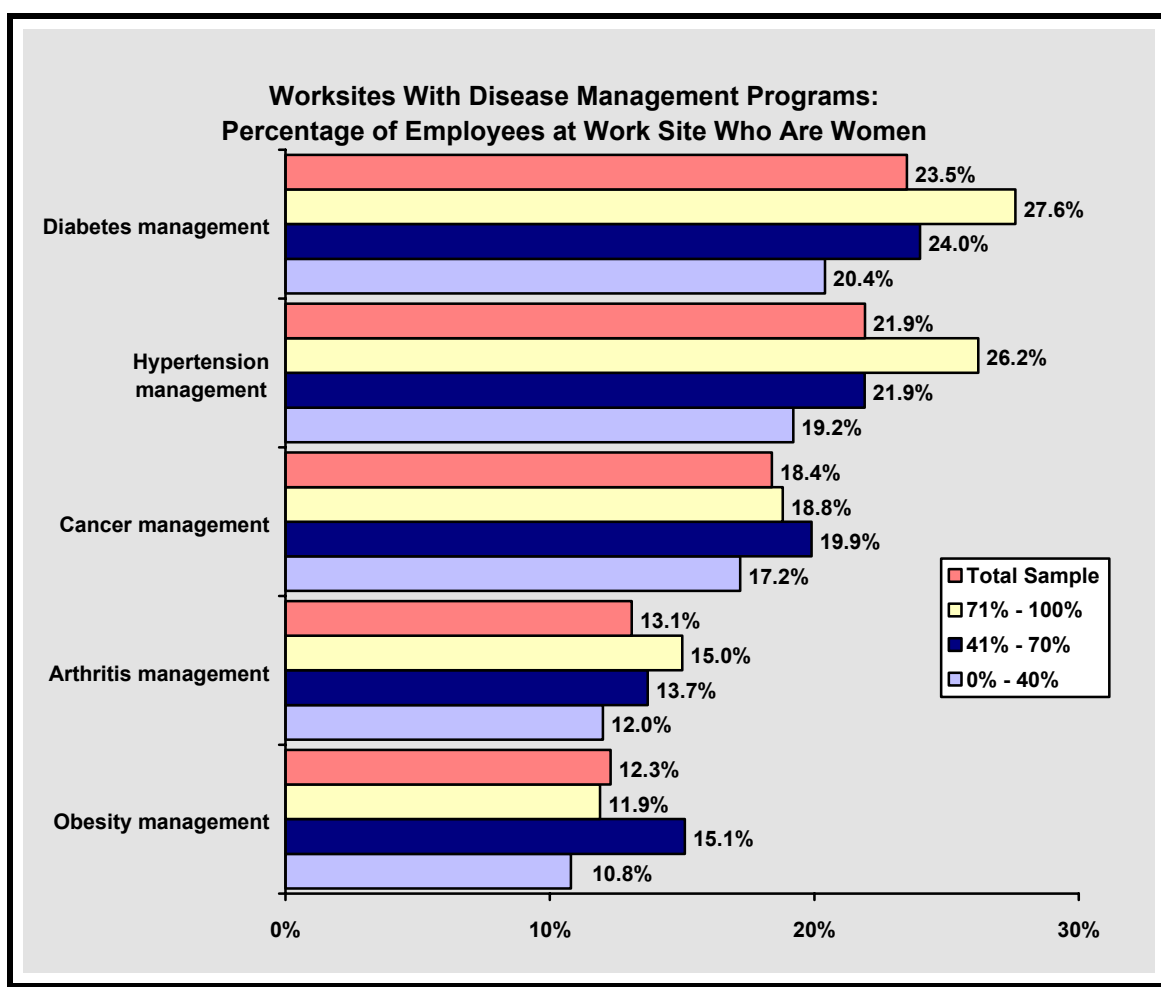
Q47b. "What percentage of employees at this worksite are minorities?"

Q 39-Q43. "Do you currently offer (programs type) management programs either through the company, through one or more employee health plans, or not at all?"

The chart below shows that worksites with a work force which is over 70% female are more likely to provide hypertension management and diabetes management programs. 26.2% of the locations with a high concentration of female employees offer a hypertension management program. This compares with 19.2% at locations with a relatively low percentage (40% or less) of women employees.

27.6% of the worksites with a high percentage of women employees offer a diabetes management program. 20.4% of locations with a low percentage of women workers offer this program.

Access to the three other disease management programs -- cancer management, arthritis management, and obesity management -- does not vary significantly by percentage of female employees.



Q 39-Q43. "Do you currently offer (programs type) management programs either through the company, through one or more employee health plans, or not at all?"

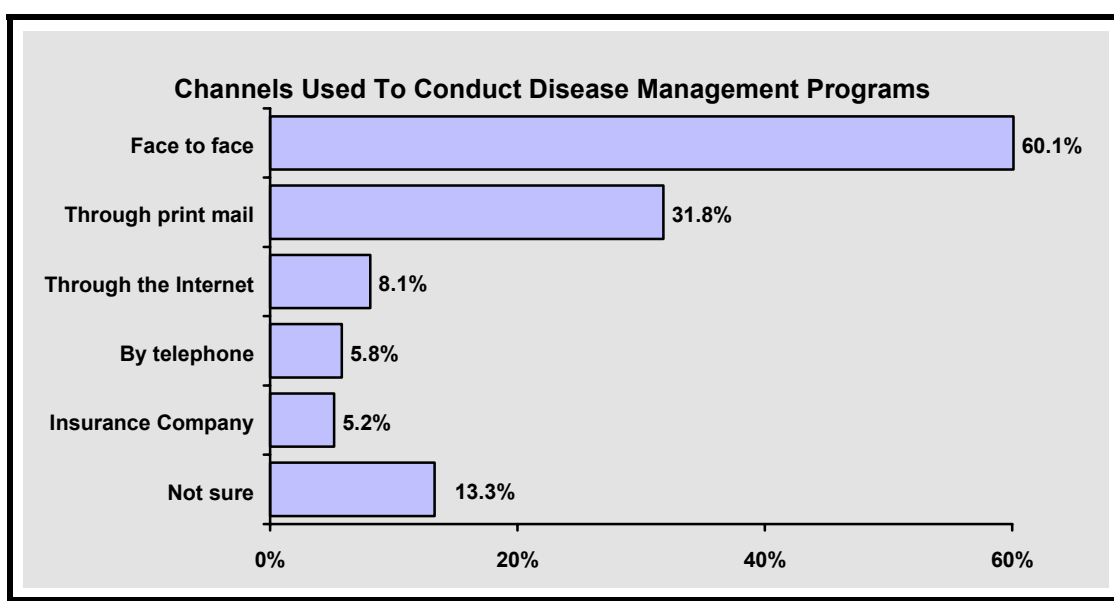
Q47a. "What percentage of employees at this worksite are females?"

The most widely used method of conducting disease management programs is face to face. 60.1% of the respondents who conduct disease management programs say they use face to face communication.

Print mail ranks second and is used by 31.8% of the worksites which have disease management programs.

The Internet ranks third, and is used by 8.1%. The telephone is used by 5.8% and ranks fourth. The insurance company is used by 5.2% of respondents and ranks fifth.

Communications channels used to conduct disease management programs are ranked in the chart below.

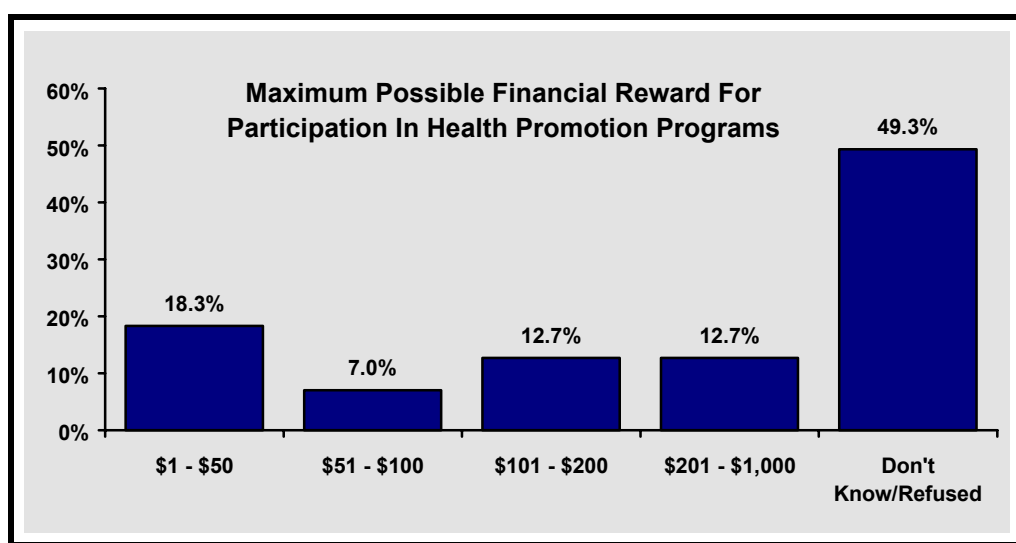


Q 44. "Through which of the following channels do you conduct Disease Management Programs?" (CHECK ALL THAT APPLY.)

7. Wellness and Health Promotion Incentives.

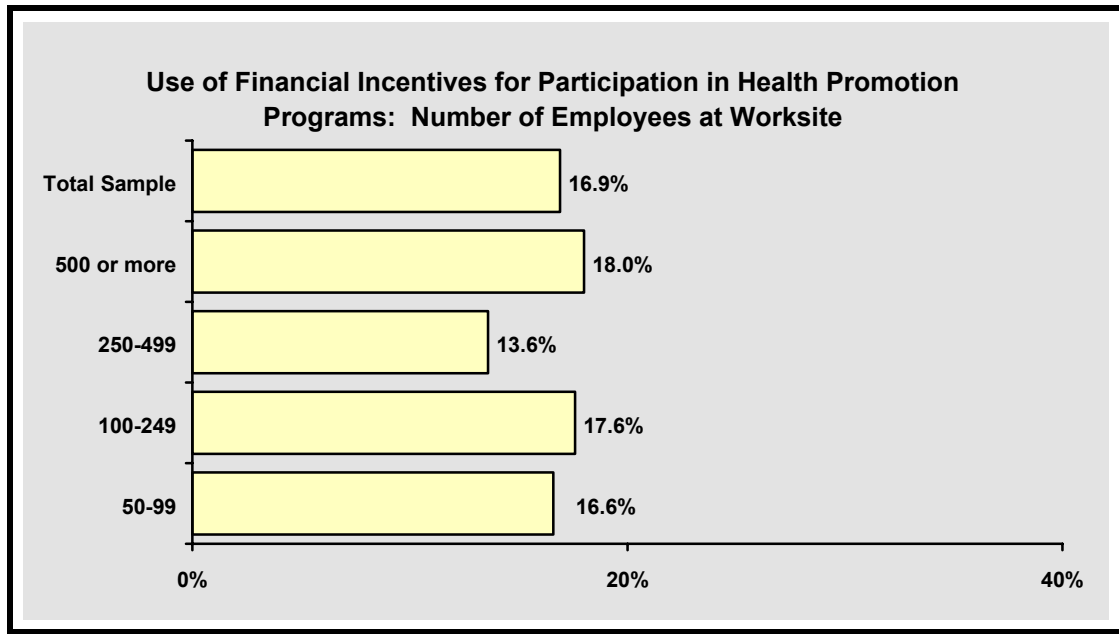
Respondents were asked if tax incentives would encourage their organization to conduct employee wellness programs. 62.2% of the total sample said that tax incentives would make their company more likely to provide wellness programs.

16.7% of the worksites which offer health promotion programs report using financial incentives to encourage employee participation. The chart below shows that half of the respondents in companies which use financial incentives for their employees do not know what the maximum financial incentive is. 18.3% say that the maximum reward before taxes is \$1 to \$50. 7.0% say it is \$51 to \$100. 12.7% say the maximum incentive is \$101 to \$200, and 12.7% say it is \$201 to \$1000.



Q 19. "What is the maximum possible financial reward before taxes?"

The chart below shows that financial incentives for employee participation in health promotion programs are more likely to be used at worksites with 500 or more employees. The use of financial incentives ranges from 13.6 % at worksites with 250 - 499 to 18.0 % at worksites with over 500 employees.

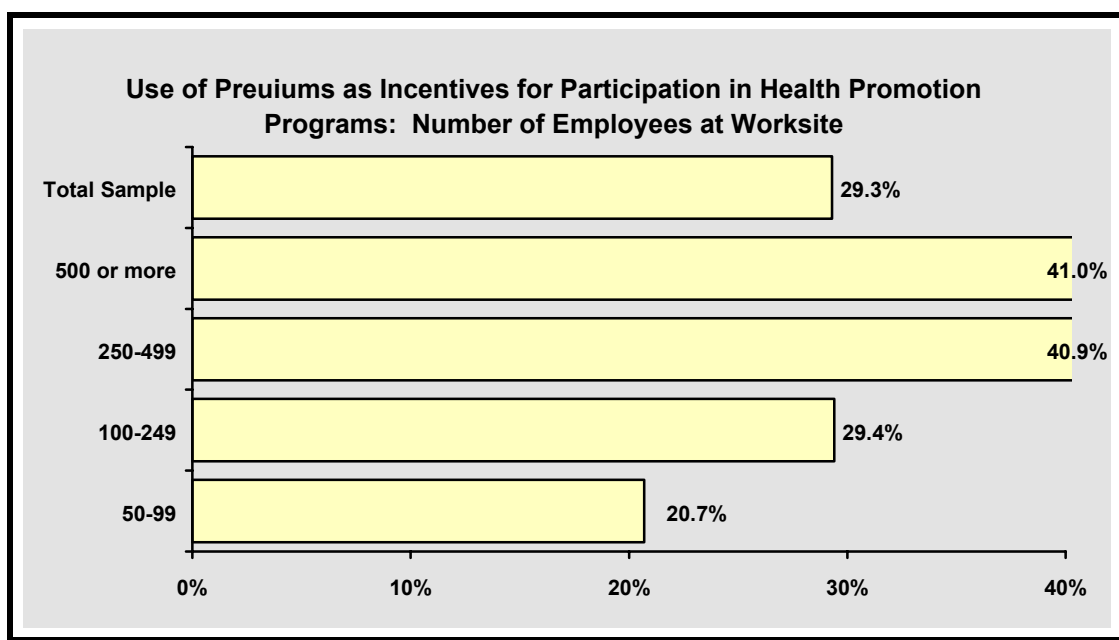


Q 3. "What is the number of **Full-Time** Employees at this location?"

Q 18. "Are financial incentives used to encourage participation in health promotion programs?"

29.3% of the worksites that offer financial incentives for participation in health promotion activities also use other types of incentives, such as t-shirts, coffee mugs, or water bottles.

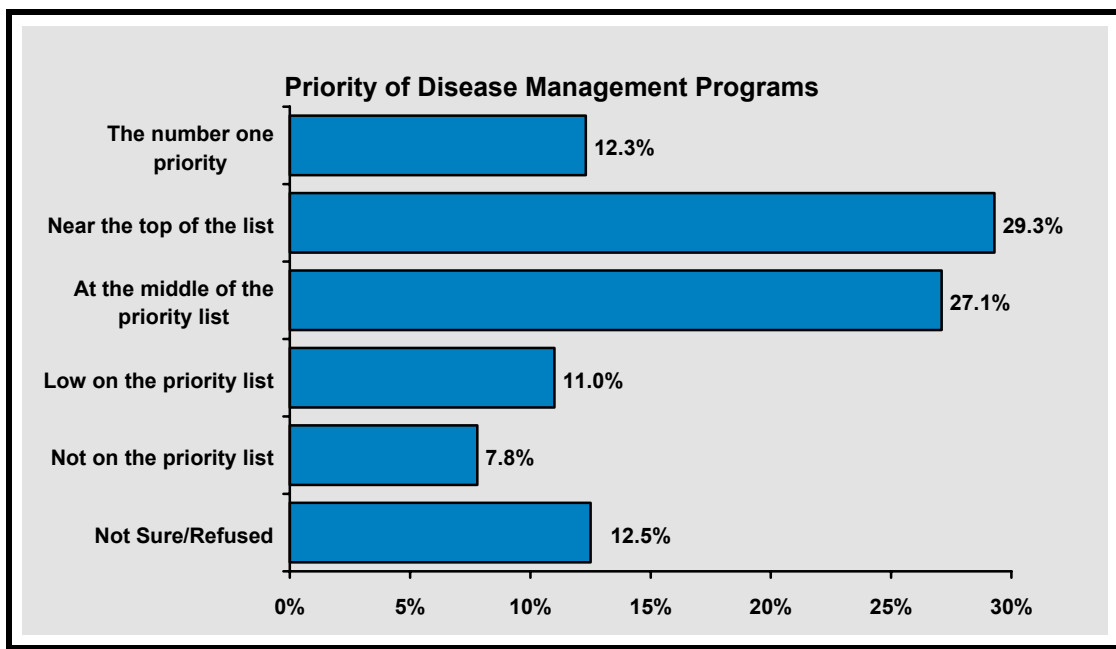
The chart below shows that the use of these types of incentives increases as the number of employees increases. 20.7% of the worksites with 50 to 99 employees offer premiums to employees who participate. This increases to 41.0% at worksites with 500 or more employees.



Q 3. "What is the number of **Full-Time** Employees at this location?"

Q 20. "Are other types of incentives, such as t-shirts, coffee mugs, or water bottles used to encourage program participation in health promotion activities?"

The next chart shows that 79.3% of the worksites say that employee health and well-being is a priority for their business. 12.3% say that employee health is the number one priority. 29.3% say it is near the top of the list. 27.1% say it is at the middle of the priority list, and 11.0% say employee health is low on their company's priority list.



Q 45. "When senior managers in your company list their top business priorities, where does employee health and well-being fall on that priority list? Would you say it is..."

Respondents were asked about five health-related issues for their company in 2001 or 2002.

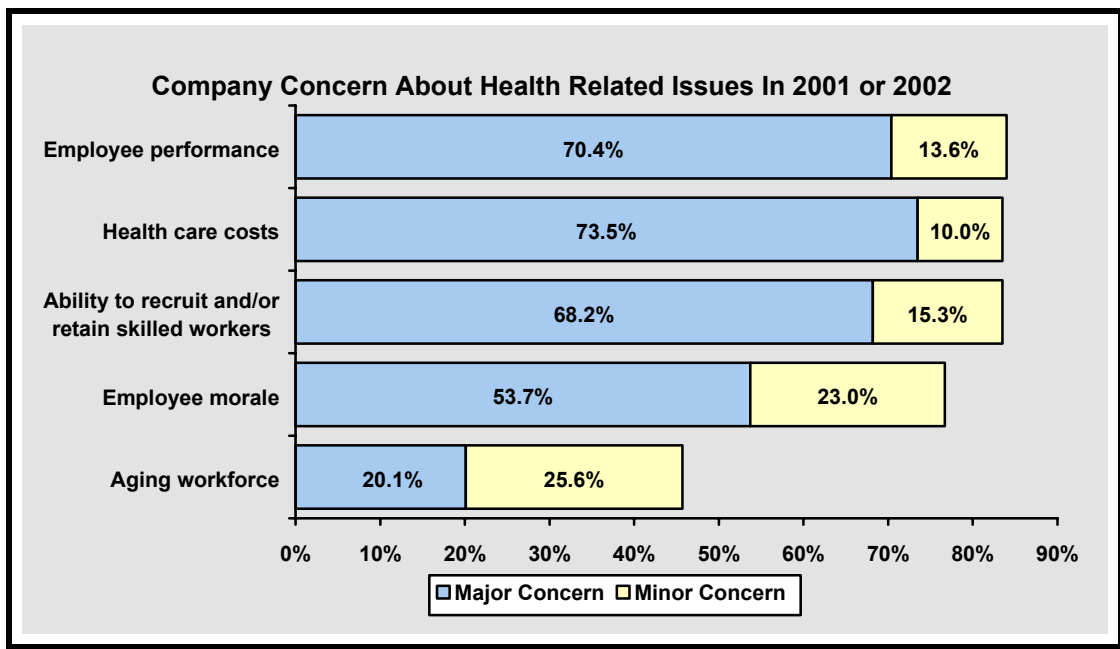
The next chart shows that employee performance is a concern for 84.0% of the respondents. It is a major concern for 70.4%.

Health care costs are a concern at 83.5% of the worksites. It is a major concern at 73.5% of the locations.

83.5% say that the ability to recruit and/or retain skilled workers is a concern. 68.2% say it is a major concern.

Employee morale is a concern at 76.7% of the locations. It is a major concern at 53.7% of the locations.

45.8% of the worksites say that an aging work force is a concern. 20.1% say it is a major concern.



Q 46. "Have senior management identified (INSERT ISSUE TYPE) as a concern for your company in 2001 or 2002? Would you say..."

E. Recommendations.**Finding**

1. Almost two thirds of the sample are concentrated in two industry categories – Services & Manufacturing. Approximately one-third of the organizations surveyed are in Services, and one-third are in Manufacturing.

Manufacturing worksites have the highest percentage of full-time employees at the worksite. 62.3% of all Manufacturing locations have over 100 full-time employees, and 29.3% have over 200 full-time employees at the location.

Services worksites rank second in full-time employee size at the location. 45.4% have over 100 full-time employees, and 20.5% have over 200 full-time employees.

Implication

1. In Mississippi, a high percentage of employees can be addressed by targeting larger worksites in the Manufacturing and Services categories.

Recommendation

1. Develop prototype programs which target the Manufacturing and Services industries. If a current list of these businesses is not available, buy a list which includes the number of employees at each location from Dun & Bradstreet. Contact all organizations and determine who is responsible for wellness and health promotion at each location. Use this information as a foundation for a health promotion database.

Finding

2. A majority of worksites in Mississippi have six health-promotion assets.

- 85.4% of the worksites have a formal policy on alcohol use.
- 75.5% have available rooms for educational programs.
- 63.8% maintain accurate records of program participation.
- 56.2% have a formal policy on tobacco use.
- 54.1% conduct wellness programs or health promotion activities.
- 51.2% have an employee responsible for Health Promotion and Wellness.

3. At over four out of five worksites, full-time employees are eligible to participate in their company's health promotion programs.

However, less than 20% of the worksites include spouses and dependents of employees in company wellness programs.

62.2% of the total sample said that tax incentives would make their company more likely to provide wellness programs.

Implication

2. Because these six programs, policies, and practices are popular, health promotion programs which build on these six strengths will have a good chance of success.

3. Employees need to have access to health promotion programs for their spouses and dependents.

Employers will respond to tax incentives.

Recommendation

2. Develop a health-promotion strategy for employers which builds on these six existing strengths.

3. Consider providing tax incentives that are based on the total number of people who participate in designated wellness and health maintenance programs.

Finding

4. Less than 20% of worksites provide showers and changing facilities for employee exercise.

Access to showers and changing facilities at the worksite increases as the number of employees increases. 26.6% of the locations with 500 or more employees provide employees who exercise with access to showers and changing facilities. For locations with 50 to 99 employees, access to changing facilities and showers is only 14.9%.

5. 28.1% of the total sample have an on-site cafeteria. Worksites with 500 or more employees are most likely to have a cafeteria on site.

The probability of having a cafeteria on-site increases as the percentage of women at the worksite increases.

Implication

4. Physical exercise programs will have a greater chance for success in locations with a relatively high number of employees.

5. A significant percentage of employees have access to a cafeteria at their worksite. Women have higher access to a cafeteria at their worksite than men.

Recommendation

4. Promote physical exercise programs in three phases. Initially, promote physical exercise programs at worksites with over 500 employees. In phase 2, focus on worksites with over 100 employees. In phase 3, target worksites with 51 - 100 employees.

5. Identify worksites with an on-site cafeteria. Provide recipes for healthy menu options to these cafeterias. Consider special menu choices and portion sizes which will appeal to women. Provide window stickers which recognize cafeterias which provide healthy food choices.

Finding

6. Over half of the worksites with a cafeteria have a policy that requires the cafeteria to offer heart-healthy food options. Heart-healthy food options increase as the percentage of women in the work force increases. 64.1% of the locations with a mostly female work force (over 70% women) have a cafeteria which is required to offer heart-healthy food options. This compares with 30.4% at worksites with a work force which is mostly male (40% or less female).

7. Over nine out of ten worksites in the total sample have vending machines at their worksite. 44.0% of those with vending machines offer healthy food and drink options.

Implication

6. Women have greater access to heart-healthy food at their worksite than men.

7. Virtually all employees have access to vending machines. The problem is identifying healthy food and drink options that employees want to buy.

Recommendation

6. Initially, focus heart-healthy menu promotions on worksites with a high percentage of women. In a longer, more intense second phase of the program, concentrate a major promotional effort on heart-healthy menu choices for men. Work with local newspapers and broadcast media to recognize companies which provide heart-healthy food for men. Consider using focus groups to better understand how men feel about heart-healthy food.

7. Work with several employers to test the appeal of healthy food and drink options in their vending machines. Test popular healthy options (bottled water, fruit juices, etc.) against popular beverages with a high sugar content.

Finding

8. Access to health education and screenings increases as the number of full-time employees at the worksite increases.

Access to disease management programs also increases as the number of full-time employees at the worksite increases.

Implication

8. Worksites with a relatively high number of employees are more likely to welcome health education, screening, and disease management initiatives for their employees.

Recommendation

8. Inventory the health promotion programs which currently are successful by industry category and number of employees at the worksite. Ask employers at larger worksites for permission to survey their employees to learn what additional programs they would like access to. When successful programs are in place at the larger worksites, shift promotional emphasis to smaller worksites.